

THE BULLETIN

MAY 6, 1991 ~ 44TH YEAR ~ NUMBER 18

Funds Added for Disabled Persons

BY KARINA DAHLIN

THE UNIVERSITY WILL RECEIVE almost \$1 million in 1991-92 to help it better meet the needs of students with disabilities. The money is part of the Ontario government's 1991-92 transfer payments to universities.

After announcing the total amount of almost \$2 billion in February, Richard Allen, minister of colleges and universities, asked the Ontario Council on University Affairs (OCUA) to advise him on the allocation of the money. At the same time he asked OCUA to increase the accessibility fund for disabled students "significantly." After receiving the council's advice Allen added almost \$400,000 to the recommended amount.

The University will receive \$901,153, approximately \$50,000 more than it received in 1990-91. Half will be spent on salaries for office staff, learning disability specialists, drivers, notetakers and others currently employed by the office of Services to Persons with a Disability at the Koffler Student Services Centre. The office also plans to hire a career counsellor and an expert in adaptive devices and to purchase such equipment as tape recorders and computers. At the moment the money cannot be spent on construction of elevators, retro-fitting of buildings or other capital costs.

The funds earmarked for foreign student tuition fee waivers have been frozen at last year's levels. The cost of reducing tuition fees for foreign graduate students to the level of domestic fees will be approximately \$8,400 for 1991-92.

The government's compensation will continue to be just under \$5,700 per student. U of T receives 260 waivers and will subsidize the program with \$700,000 next year. There are about 3,500 foreign students at U of T, approximately 1,200 of whom are graduate students. Those who don't receive assistance from the tuition fee waiver program pay the full fee.



DAVID WOHLFAHRT

Principal Arthur Kruger of Woodsworth College (second from the left) and Robert McGavin, chair of Governing Council (centre), unveil the cornerstone that will be laid in the foundation of the college when renovations are complete. Jovita Nagy (left), past president of the Association of Part-time Undergraduate Students (APUS), and President Robert Prichard (right) attended the ceremony held April 18 at 119 St. George St. The renovations — which will include a new wing — will cost about \$10 million. Through a levy, the college's students will contribute about \$5 million. Work started last summer and should be completed by the end of the year.

University Must Earn Trust: McGavin

BY KARINA DAHLIN

U OF T MUST STRIVE TO BE A world-class university, but to do so it needs extra funding which will only be offered if people trust the University, says Robert McGavin, chair of Governing Council.

"We are totally accountable to the public for every dime and nickel we are given. People have a right to know," McGavin said at the May 2 Council meeting held at Erindale College. He said he has been asked by some members to explain his position on recent negative news reports about U of T's management of its finances.

The impact of such stories on students, staff, alumni and the government is profound, McGavin said, but steps are being taken to resolve the issues and a greater effort should be made to show this.

"There's a lot right at U of T,"

he said, referring to a May 2 editorial in *The Toronto Star*. The editorial says that alumni and others "have a nagging feeling that something is wrong" at U of T. The University "needs to show the public that it's fully accountable and is properly managing private as well

as public funds," it says.

President Robert Prichard said recent news articles have been variations on the theme of the University's stewardship of its funds. The articles concentrated on the provincial auditor's report, released last year, the management

of the Treatment Information System for AIDS & HIV (TISAH), issues surrounding a gift to the University by the Saul A. Silverman Family Foundation, questions concerning the long-term adjustment fund and the decision to endow

See HIGH: Page 2 ~

Receptor Proteins Found

BY JANE STIRLING

THE DISCOVERY OF A NEW receptor protein in the brain will help scientists develop a safer drug for the treatment of schizophrenia.

Professors Philip Seeman of the Departments of Psychiatry and Pharmacology, and Hubert Van Tol and Hyman Niznik, both of the Departments of Pharmacology and

Psychiatry and the Clarke Institute of Psychiatry, discovered two brain genes that produce two proteins — D4 and D5 receptors. The results of their research were published in the April 18 issue of *Nature*.

The D4 receptor could have an effect on the treatment of schizophrenia while the D5 receptor could help in the treatment of alcohol and drug addiction.

Schizophrenia is caused by the overactive behaviour of dopamine, a naturally occurring substance that transmits messages between nerve cells via dopamine receptors. In schizophrenics, too many signals are fired through the brain and, as a result, they suffer from hallucinations and psychotic behaviour.

By identifying these receptors, researchers can develop more

See DISCOVERY: Page 2 ~

~ PAGE 10 ~

STUDENTS ARE LEAVING THE SCIENCES. ARE THEY JUST TOO DIFFICULT?

~ PAGE 12 ~

AFTER CENTURIES OF BAD PRESS THE YEW TREE PROVES ITS WORTH IN THE FIGHT AGAINST CANCER

~ PAGE 13 ~

POTENT POTION: A U OF T RESEARCHER EXAMINES THE METABOLIC MYSTERIES OF GINSENG

IN BRIEF



Solomon awarded Guggenheim

PROFESSOR PETER SOLOMON OF THE DEPARTMENT OF POLITICAL Science has won a Guggenheim fellowship to help him finish his book *Soviet Criminal Justice under Stalin*. Solomon is one of two Canadians to receive the award this year. The Guggenheim Memorial Foundation selected a total of 143 artists, scholars and scientists from among 3,092 applicants. The fellows are appointed on the basis of "unusually distinguished achievement in the past and exceptional promise for future accomplishment." Solomon, a native of Cambridge, Massachusetts, and a graduate of Harvard University, has taught at U of T for 20 years.

Staff member wins inaugural poetry award

EDDY YANOFSKY, A STAFF MEMBER AT THE U OF T BOOKSTORE AND a student of creative writing at Scarborough College, has won the first Gwendolyn MacEwen Memorial Award and a cheque for \$1,000 for his poem "When to No" from his chapbook collection *In Separate Rooms* (Gesture Press, 1990). The award, endowed by the MacEwen family, will be presented annually to a Canadian writer of poetry whose work has been published for the first time. The 1991 selection, judged by Margaret Atwood, Barry Callaghan and Al Purdy, was presented April 13 at Harbourfront's World Poetry Festival.

Toronto wishes Siena happy birthday

TWENTY FACULTY MEMBERS TRAVELED TO ITALY APRIL 25 TO 27 TO celebrate the University of Siena's 750th anniversary. To commemorate the anniversary, U of T sent a library of 750 Canadian books to establish a Canadian studies centre. In attendance were President Robert Prichard, Nobel prize winner John Polanyi and Professor Lap-Chee Tsui, a member of the research team which isolated the cystic fibrosis gene. The two universities have enjoyed a close affiliation since 1972 when U of T began to send students to Siena for summer courses in literature, art history and language. The relationship has solidified since that time and exchanges of students and professors take place regularly.

Graduating class pledges \$470,000

THE 1991 GRADUATING CLASS HAS PLEDGED \$470,000 TO THIS YEAR'S Graditude campaign. Through telephone and person-to-person canvassing in March, 300 volunteers collected 3,400 pledges — double the participation rate of eight years ago when Graditude was launched. This year several groups achieved more than 90 percent participation, resulting in an overall rate of 47 percent for the campaign. Coordinated by the Department of Development, Graditude enlists graduating students to organize individual college and faculty campaigns. Funds are raised for specific projects chosen by the students in each college or faculty. Some of the gifts chosen by this year's 27 participating groups included laboratory equipment, computers, scholarships, library collections and campus improvement projects.

Balmain named to chair; investigates interference

PROFESSOR KEITH BALMAIN OF THE DEPARTMENT OF ELECTRICAL Engineering has been named to the NSERC-Bell Canada Industrial Research Chair in Electromagnetics. He will continue his work on electromagnetic interference and compatibility with Professor Safwat Zaky, also of electrical engineering, an expert in digital systems, who has been named principal collaborator in the program. The researchers are studying the way electrostatic discharge (from people) and electromagnetic interference (from other machines) cause electronic equipment to malfunction. Support for the initial five years of the \$2.7 million research and graduate training program will be split three ways by NSERC (\$1.01 million), Bell Canada (\$800,000 in cash and \$200,000 in human resources) and U of T (the balance). The chair represents a long-term commitment from Bell.

UTSA to Seek "Contractual Agreement"

BY CAROLYN MEREDITH

MEMBERS OF THE U OF T Staff Association (UTSA) have voted to pursue a contractual agreement with the University which will provide non-unionized staff members with a more effective means of communicating with the administration.

At the UTSA annual general meeting April 24 members voted to begin development of an agreement which, if approved by Governing Council, would provide a voluntary framework for the discussion of issues such as salary, benefits and working conditions between non-unionized staff and the University administration. The contract would resemble the Memorandum of Agreement between Governing Council and the U of T Faculty Association.

A set of guidelines for the contract was proposed by John Malcolm, UTSA's vice-president (salary and benefits). The contract would include a provision that would allow both parties to obtain third-party mediation and arbitration to resolve differences over salary and benefits.

UTSA is also seeking an im-

proved method of effecting changes to employment policies as well as an improved grievance policy with greater assurances of fair treatment for UTSA members, individually and collectively. The proposed contract would also contain safeguards to ensure that UTSA maintains the membership and financial resources necessary to meet contractual obligations.

"It has been felt for some years that UTSA needs a more effective process for bringing issues to the attention of the administration," Malcolm said.

One UTSA member argued that it would be a waste of time to pursue a contract. "UTSA staff are not in a union; we're in a weak position. Fighting for it will only demoralize us," she said.

Other members felt that UTSA should continue to push for a more formal agreement. "The faculty association was surprised to get their agreement; it's certainly worthwhile for UTSA to pursue it."

UTSA's executive council conducted a survey of its members in 1985 which revealed that they wanted a more clearly defined relationship with the University. In response to the 1985 survey, the

staff association drew up an agreement similar to the memorandum between UTFA and the University but Governing Council rejected the UTSA proposal.

In 1987 UTSA began discussions of union certification. A vote was held in April 1988 and ballots were counted in November 1990. Fifty-six percent of members voted against certification.

Budget Approved

AT ITS MAY 2 MEETING AT Erindale College, Governing Council approved the University's budget for 1991-92. The Academic Board approved the budget April 4 and the Business Board concurred April 8. The \$570.6 million budget meets the objectives of the long-range budget guidelines. It allows the University to increase its spending by \$55.7 million next year, offset by increased revenues of \$56.2 million. The annual budget was balanced after reductions of \$3.3 million were made. It leaves the University's accumulated deficit of \$20.1 million unchanged.

Discovery Could Lead to Treatment

Continued from page 1 — effective anti-psychotic medicines that block the dopamine transmission.

Seeman began his research by examining brain abnormalities in schizophrenics in the early 1970s. In 1974 he discovered a receptor site that became known as D2. As a result of the discovery, a number of anti-psychotic drugs were developed that blocked the transmission of dopamine.

Clozapine, an anti-psychotic drug that is known by its trade name of Clozaril, has been used since the 1970s for those who do not respond well to other D2 blockers. However, its use can result in serious side-effects including a drop in the body's disease-fighting white blood cells for about

25 percent of those with schizophrenia.

In the course of their search for other receptors, the team used a technique known as homology probing — searching out genes that have similar characteristics to known ones. Genes that are alike attract each other "like magnets," said Niznik. Until the Toronto discovery, researchers were not sure

which receptor clozapine targeted in order to produce its anti-psychotic action. By using parts of the D2 gene, the researchers discovered the existence of D4 and also discovered that clozapine attaches itself to the D4 protein.

D5 plays a role in addiction to cocaine and alcohol. Cocaine blocks the reabsorption of dopamine in nerve cells, which means

High Standards Needed

Continued from page 1 — money accumulated during the University's contribution "holiday" to the pension fund.

While there are "some shortfalls" in the University's conduct "our performance on the whole is excellent," the president said. "We must constantly concern ourselves with stewardship."

A number of steps are being taken to prevent mistakes, Prichard said. For example, Provost Joan Foley and Richard Criddle, vice-president (administration), will re-

view the internal audit mechanism and determine how quickly the administration can respond to and resolve problems.

"It is crucial to get closure on these matters as rapidly as possible," the president said.

David Sadleir, vice-president (computing and communications), will examine the capacity of U of T's financial management system and the Human Resources Department will train and educate people to prepare them for the institution's financial complexities.

UNIVERSITY ~ OF ~ TORONTO

THE BULLETIN

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Budget Brings No Relief

Province to study student aid plan

BY KARINA DAHLIN

THE 1991-92 BUDGET ANNOUNCED by provincial treasurer Floyd Laughren April 29 provides no new operating funds for universities.

Ed Monahan, executive director of the Council of Ontario Universities (COU), said he is disappointed that Laughren's budget speech made no mention of universities.

COU is sympathetic to the financial problems of the province in the short term, Monahan said, but will continue to emphasize the need for a multi-year plan of recovery and hold the government to its commitment to consider such a plan.

The treasurer said education is at the centre of the province's efforts to achieve sustainable prosperity. "From the shop floor to the boardroom, learning is the key to success in finding new technological and organizational solutions. Innovation made possible through education will generate greater productivity.

Finlayson Appointed Vice-President

PROFESSOR MICHAEL FINLAYSON, chair of the Department of History, has been appointed vice-president of human resources. The appointment was approved by Governing Council May 2 and takes effect July 1.

Finlayson replaces Alec Pathy, the current vice-president, who retires this summer. Pathy was appointed vice-president (business affairs) in 1981, and vice-president (human resources) in 1988.

President Robert Prichard said Finlayson has demonstrated concern for human resource issues at U of T for the past 20 years. "He has become known for his superb administrative skills and the ability to engender trust and confidence among staff. He will bring to the position a concern for fairness in the treatment of individual staff members and a commitment to a high degree of consultation in decision making."

Finlayson, 52, received his PhD from U of T in 1968 and joined the faculty the same year as a lecturer. He received his BA and MA from the University of Melbourne. In 1987 he was appointed chair of history. In 1979-81 and 1985-87 Finlayson served as president of the U of T Faculty Association (UTFA). He became actively involved in UTFA in 1972 when he chaired salary and benefits negotiations and assisted in introducing the "progress-through-the-ranks" scheme, a merit increase system for faculty.

Our standard of living depends on it."

He said \$3 million will be spent to begin implementation of *Vision 2000*, a report on a renewed mandate for the college system, and spoke of breaking down barriers "between different educational institutions and between our educators and the workplace."

Ontario's technology fund will provide \$131 million for research, development and technology diffusion, including \$81 million for programs to support research in robotics, telecommunications and biotechnology. In addition the annual funding for the Innovation Ontario Corporation will be increased to almost \$21 million from \$12 million in 1990-91.

The recession has hit Ontario hard, said Laughren, and the projected deficit is \$9.7 billion, up from \$3 billion in 1990-91.

On April 23 Richard Allen, Minister of Colleges & Universities, announced a comprehensive review of the Ontario Student Assistance Program (OSAP). That is a welcome start and is part of COU's Plan for Recovery, said Monahan. Scheduled for completion in August, the review will consider policies of allocation, student debt load and measures to help non-traditional students.

Allen also announced immediate adjustments to OSAP. On top of the increase in tuition fee assistance that accompanies the eight percent fee increase, \$12.1 million has been set aside for non-repayable assistance. Of that amount, \$3 million is earmarked for a five percent increase in "allowable costs" for such items as books, equipment and transportation. Married students, foreign students, part-time students and those with disabilities will receive larger grants, and the number of Ontario Graduate Scholarships will increase to 1,300 from 1,200.

Changes to the way the province administers the Canada Student Loans program will make an extra \$36 million in loans available to students. Single students will receive \$28 more a week, while those with children will be eligible for an extra \$634 per child if they have one or two children and \$1,248 if they have three or four children.

Meanwhile the government will discontinue a grant to the Law Society of Upper Canada for support of the operating cost of the bar admission course. Successful completion of the course is a standard requirement for those who intend to practise law in Ontario. Last year the ministry provided almost \$1 million to the law society, or approximately 15 percent of the course budget. Eligible students will still be entitled to receive OSAP during the bar admission course.

Mellon fellows feted



HOMA FANAN

Deans Marsha Chandler of the Faculty of Arts & Science (top centre) and Jon Cohen of the School of Graduate Studies (bottom centre) hosted a reception at the Faculty Club May 3 for the U of T winners of the 1991 Mellon Fellowships in the Humanities: David Code (top left), musicology; Nicola Denzey (bottom right), religious studies; Emily O'Brien (bottom left), history; and Deepak Ramachandran (top right), philosophy. The other two U of T winners — Monique Dull (English) and Eric Miller (comparative literature) — were unable to attend. The six are among 93 fellows selected from 2,258 candidates at 50 universities and colleges in the United States and Canada. The number of fellowships awarded to U of T students this year was exceeded only by Harvard University, with 10, and matched only by Berkeley, Chicago and Yale, also with six. Established by the Andrew W. Mellon Foundation in 1982, the awards cover tuition fees and include a stipend of \$11,500. They support students pursuing graduate studies in preparation for careers in teaching and scholarship.

Strike Enters 10th Week

BY JANE STIRLING

SUMMER HOURS OF OPERATION in seven of the University's libraries will be reduced due to the continuation of the library workers' strike.

The Canadian Union of Public Employees, Local 1230, rejected a government mediators' settlement proposal April 24. No further mediation has been scheduled.

The summer schedule at U of T libraries starts May 10. Ordinarily there are reduced hours of operation during the summer; if the strike continues, these hours will be cut back further, said Carole Moore, chief librarian. There will be adjustments in the schedule to accommodate some evening hours. Seven libraries on the St. George campus including the Thomas Fisher Rare Book Library are affected.

As the strike enters its 10th week, librarians are finding it "increasingly urgent" to do behind-the-scenes work such as ordering books for the fall and planning the

replacement of the Felix online catalogue system, Moore said. "We're considering what is manageable and what is the highest priority with the number of staff available."

Provincial mediators met with both parties from April 23 to 27 and proposed a settlement. The University accepted the mediators' two-year package, but union members voted against it. Votes were cast by 286 of the union's 515 workers. No figures were available on how many members rejected the proposal.

For full-time workers, the package called for a 6.5 percent salary increase retroactive to July 1, 1990, seven percent retroactive to Jan. 1, 1991, and four percent in the second year, effective July 1, 1991. The terms of the part-time collective agreement were similar except for a salary hike of five percent in the second year for assistant library technicians.

The package also included a vision care plan covering up to \$150 every two years with premiums

shared on a 50-50 basis and a resolution to the "reading ban" dispute that occurred when employees were told they could not engage in non-work-related activities during working hours. The employer was asked to drop its grievance against the union; individual grievances remained.

The package included a new clause on organizational change which meant the administration would have been obligated to provide the union with notice of any changes such as the elimination, amalgamation or creation of a department.

The mediators called for a process of mediation and arbitration for 200 outstanding grievances. They also called for an external arbitrator to decide on an appropriate procedure for future grievances. The administration has proposed a process whereby the chief librarian or her designate would hear a grievance at the third step; the union wants grievances to be heard by the University's manager of labour relations.

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Mediation Begins on Faculty Salaries

Faculty association seeks improvements in pension plan

MEDIATION TALKS BETWEEN the University and the U of T Faculty Association (UTFA) began April 29 with UTFA looking for significant improvements to the pension plan.

"We are engaged in tough negotiations," said Alec Pathy, vice-president (human resources) and the University's chief negotiator. "We hope to find satisfactory meeting grounds and reach an agreement without arbitration. That is the objective of the Memorandum of Agreement [between Governing Council and UTFA]."

The first round of mediation is scheduled to end Wednesday. Even if no settlement is reached during the allotted time, talks may

continue, said Professor Bill Graham of Scarborough College, the faculty association's chief negotiator.

UTFA presented its list of 22 proposals to the University in November. Negotiations took place in January and February and the two parties met eight times before they agreed to go to mediation. If they are unable to reach an agreement in this manner, their differences may be resolved through binding arbitration.

John McCamus, a professor at Osgoode Hall Law School, is the mediator. UTFA is asking that pensions be indexed annually by the full rate of inflation. At the moment the pension plan is indexed

by 60 percent of the consumer price index.

The association also proposes that salaries be increased to match the inflation rate for Toronto, that the increase take into account the salary adjustment proposed by arbitrator Kevin Burkett in 1982 and that "the markedly increased productivity of faculty and librarians" be recognized.

Another proposal asks that salary ceilings be abolished for tutors, senior tutors, associate professors and librarians III.

The current two-year agreement expires June 30. It provided faculty members with a salary increase of 5.75 percent in 1989-90 and five percent in 1990-91.

Victoria Tops Salary Scale

A COMPARISON OF THE UNIVERSITY'S three federated colleges shows that the median salary is highest for senior teaching staff at Victoria College.

The median salary among the 38 full professors at Victoria is \$90,362, compared to \$86,859 at Trinity College with 11 full professors and \$86,036 at St. Michael's with 13.

The preliminary report from Statistics Canada on 1990-91 salaries of full-time teaching staff at Canadian universities also shows the median salary of the 16 female faculty members at Victoria is \$76,885, compared to \$82,045 for the 52 male teaching staff.

Salary statistics for faculty members at U of T as a whole are not

listed; the report only includes information from institutions that reported early. The figures for U of T will be recorded in a supplementary report later this year.

At St. Michael's 50 male instructors receive a median salary of \$77,200 while the mid-point for 16 female teaching staff is \$62,326. The report does not include the median salary of the four female teaching staff members at Trinity but it shows the figure for the 20 male faculty members is \$77,200, identical to the figure for St. Michael's.

The 24 associate professors at Victoria are paid a median salary of \$75,125. At St. Michael's the median income of the 39 associate professors is slightly higher at

\$75,452. No comparable figure is listed for the nine associate professors at Trinity, but their average salary is \$71,029.

There are four assistant professors at Victoria and one at Trinity. No salary figures are listed for these groups. At St. Michael's the average salary of the seven assistant professors is \$47,011.

The minimum salary for full professors at U of T and the three federated colleges is \$57,300. For associate professors the minimum salary is \$42,900 and the maximum is \$77,200. The range for assistant professors is \$35,000 to \$59,500, for tutors it is \$29,300 to \$77,200 and for lecturers working on one-year appointments it is \$29,300 to \$48,500.

University Offers to Buy 40 St. George

BY JANE STIRLING

THE UNIVERSITY HAS OFFERED to purchase a parcel of land at 40 St. George St. from the Toronto Public Library Board for \$3.7 million.

Toronto City Council, which must approve the sale, will consider the offer sometime this spring. The site is currently occupied by the Boys' & Girls' Library.

Gordon Cressy, vice-president (development and university relations), said he thinks council members will agree to the sale.

The offer to purchase was approved by the University's Business Board at a meeting on April 8 and approved in principle by the library board two weeks ago. In February city council voted in favour of the sale conditional on a U of T offer to purchase for at least \$3.5 million no later than March 21.

In the offer to purchase, the University says the total cost of the transaction is not to exceed \$4.05 million after taxes, land transfer costs, legal fees and payment of documented development costs incurred by Lantana Non-Profit Homes Corp. and its client Metta Housing Cooperative Inc. in their earlier bid to acquire 40 St. George. Lantana-Metta had hoped to build a 156-unit, 10-storey apartment building on the site.

Although no decision has yet been reached on a source of funds for the purchase, a \$500,000 down payment will be made through bridge financing from the capital renewal fund, said Don Beaton, the University's manager of real estate and capital budgets.

The purchase is conditional on the library board obtaining zoning approvals for a facility to be built at 239 College St. Beaton said that the approvals are likely to take at

least two months.

After it purchases the site, U of T has agreed to lease the building at 40 St. George rent-free to the library for up to three years, until the library's new College St. building is ready for occupancy. If the new library building is completed more rapidly than expected, the University may occupy 40 St. George sooner.

No plans have yet been developed for the site when the library moves, but the building could be used on an interim basis for departmental offices.

Meanwhile the University's appeal to the Ontario Municipal Board on the Lantana-Metta housing proposal has been adjourned. U of T launched the appeal in September when the city's Committee of Adjustment approved a Lantana request for a density and height increase for its housing proposal.

Triage and Treatment



JEWEL RANDOLPH

About 200 first-year medical students took part in a mock emergency outside the Medical Sciences Building April 20. The students played doctors and patients in response to an imaginary earthquake. The drill was part of the faculty's 18th annual open house.

Board Seeks Scope for Mediation

University affairs continues review of sexual harassment policy

BY CAROLYN MEREDITH

THE UNIVERSITY AFFAIRS board has indicated that it would like to broaden the definition of sexual harassment and at the same time allow more scope for mediation and the informal resolution of complaints.

At a special meeting April 15, held to discuss proposed revisions to the policy, the board took a straw vote on the question of the definition of sexual harassment.

Board members voted unanimously to retain the current definition, with minor editorial changes, but to add other definitions of unacceptable behaviour. These would be dealt with by education.

Rick Martin, an undergraduate member of the board, said there should be a distinction between individual incidents of harassment and general defamation, especially if the latter is to be dealt with by mediation.

Paddy Stamp, the University's sexual harassment officer, said a

distinction should be made between an isolated remark and a constant stream of defamation.

While firm action should be taken to stop some actions immediately, others are the result of misinterpreted signals between individuals. Before proceeding to a formal hearing, it must be decided whether an action is deliberate or a "parody of normal sexual contact," she said.

Behaviour falling within the current definition of sexual harassment could be dealt with by punitive action, but other types of behaviour would be corrected with education and counselling. In this case, discipline would become optional within the policy.

Graduate student John Nestor said different problems should be dealt with differently, but not all problems should be called sexual harassment. Other members agreed.

David Smith, an administrative staff member, said the complexities and nuances of the policy are grow-

ing in number, leaving him confused.

Stamp noted that the least flexible process was not necessarily the simplest. "As long as a process is clear, simple and user-friendly, it can contain a number of options rather than just one way of proceeding," she said.

In addition to examining the scope of the definition, the board discussed at length the interpretation of the phrase "freedom of expression." Both the current and proposed policies refer to communication "that exceeds the bounds of freedom of expression or academic freedom in the University."

Part-time undergraduate Barry McCarron noted that in December 1990 the supreme court ruled that universities are not bound by the Charter of Rights & Freedoms because they are not government agencies.

He said the ruling has changed the interpretation of freedom of expression in U of T policies such as the one on sexual harassment. If the revised policy does not reflect these changed circumstances, then it is possible that people could be disciplined by the University in their exercise of free expression in a way that would not be approved by the courts, were the universities bound by the charter.

He outlined a number of options for dealing with the uncertainty in meaning. The University could commit itself to following the precedents established by the courts on the limits of freedom of expression, he said.

The board will continue its discussion of the proposed policy at a special meeting May 7.

NOTEBOOK



PROVOST JOAN FOLEY AND SENIOR TUTOR GUY Allen got down to brass tacks on Wednesday, April 17, when they spent about 20 minutes on the CBC current affairs show *Radio Noon* sparring over the issue of tutors, senior tutors and budget reductions. Needless to say they had some differences of opinion on ways to deal with the University's financial woes and they continued their conversation when they shared a ride back to campus on the streetcar. Who says the TTC isn't The Better Way?



JOAN FOLEY

POTTED FERNS, WICKER FURNITURE AND A FRONT desk complete with an old-fashioned switchboard brings to mind the setting of a stately hotel in, say, Albany, New York, circa 1903. Hardly the sort of place you would expect to find camera crews, bright lights and sophisticated sound equipment. Yet for two days in mid-April that was exactly the scene at Knox College where the CBC was filming *Grand Larceny*. A two-hour movie-of-the-week, the film picks up where another CBC production — *Love and Larceny* — left off in 1985. Canadian actors Jennifer Dale and Kenneth Welsh star in the picture, which deals with another chapter in the life of master con artist Betsy Chadwick (Dale) who evades a jail sentence and seeks revenge against the man responsible. Viewers familiar with the college should be able to recognize the mezzanine, staircase and balcony — important features in the plot development, producer Robert Sherrin said. Filming will take 28 days in Montreal and other Toronto locales such as Casa Loma. The show will air sometime in the fall or winter.

AN ANALYSIS OF THE 1990-91 INCIDENTAL STUDENT FEES presented to the University Affairs Board April 22 turned up some interesting statistics. For instance, full-time students attending Erindale College paid the least at \$190.50 while their counterparts at Trinity shelled out the most at \$447.35. Students at the remaining colleges paid somewhere in between at an average of about \$290. The fees are compulsory for non-academic services such as access to Hart House, the Athletic Centre and the Health Service as well as membership in various student groups.

TOM TAKADA, FORMER PRESIDENT OF HITACHI (Canadian) Ltd., presented a cheque for \$10,000 to Erindale College in February for its new equipment campaign. The donation, which was accepted by Bill Laidlaw of Glaxo Canada, chair of the equipment campaign, Principal Desmond Morton and David Leslie, overall chair of the Erindale campaign, will provide new fibre-optics equipment for an undergraduate physics laboratory. The campaign has a goal of \$350,000 and will replenish and update teaching equipment in labs and classrooms, much of which is more than 20 years old and nearly obsolete.



TOM TAKADA

THOUGHTS OF LOVE AND SPRING GO HAND IN HAND so what better time for a talk on the psychology of love? Social and developmental psychologists have been trying to understand the nature of love for a long time — its origins, how love develops in different types of relationships and what people mean when they say they are "in love." Professors Karen and Ken Dion of the Division of Life Sciences at Scarborough and the Department of Psychology, respectively, will address the topic May 12 at 2 p.m. in the Ontario Science Centre auditorium. By focusing on insights from a behavioural sciences perspective, they will look at the effect gender and personality have in helping us understand love. The presentation is free with admission.

Changes at *The Bulletin*

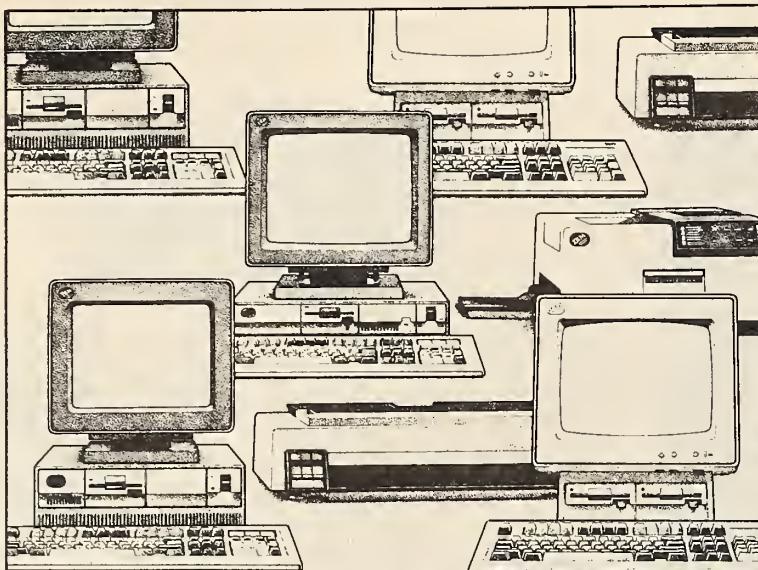
TODAY GEORGE COOK, formerly editor of *The Bulletin*, becomes editor of publications in the Department of Public Affairs. Cook will edit the *U of T Magazine* and the annual report of the president. He will also oversee the longer-term editorial planning of the paper.

Jane Stirling, formerly associate editor of the paper, replaces Cook as editor. Karina Dahlin becomes senior writer, taking on the associate editor's duties.

"These promotions put in place

a team of professionals who will provide the leadership we need as our publications evolve to meet the needs of the University community," said Tony Carlson, director of public affairs.

Meanwhile David Todd joins the department as a writer. A graduate of King's College in Halifax, Todd has been a regular contributor to *MacLean's* and has written for *Playback Strategy* (a marketing publication), *Chatelaine*, *Toronto*, *The Globe and Mail* and other magazines and newspapers.



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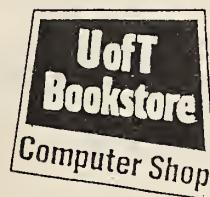
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(This advertisement was paid for by the University of Toronto Faculty Association)

It is time.

It is time to acknowledge the problems produced by the present policies for Tutors and Senior Tutors.

These ranks are havens for abusive employment practices. There are too many cases where Tutors and Senior Tutors have the vulnerability of their "contract" positions used to coerce and harass them. Tutors especially, since they work on one-year contracts, cannot question or confront administrative abuses for fear of not having their contracts renewed if they do. Is this how we produce excellence at this University?

It is time to confront the employment equity problem in the Tutor/Senior Tutor stream.

In a recent letter to all faculty, the Provost points out that 52% of Senior Tutors, who work on five-year contracts, are women. This disingenuously suggests equity in the Tutor stream. The Provost does not acknowledge, that of the Tutors who still work on one-year-at-time contracts, a large majority, 75%, are women. Women comprise 80% of part-time Tutors (surely the most tenuous appointment of all). This echoes the larger faculty reality: the less secure the job and the lower the rank, the greater the percentage of women. Both of the fired Senior Tutors are women. The Tutor stream has become a job ghetto for women at this University.

It is time to distinguish attrition from firings.

The Provost's letter to faculty tells us that "fewer senior tutor positions will be eliminated than tenure-stream professorial positions." Yet no tenured faculty members are having their jobs terminated. Two long-service Senior Tutors are being fired.

It is unfortunate that the budget crisis has forced the University to eliminate tenure-stream positions through attrition. It is immoral that the administration has chosen to terminate vulnerable people. The firing of two Senior Tutors with 14 and 18 years of service saves little money and costs this University its moral integrity, a quality we believe the public expects of its places of higher learning.

It is time to grant full dignity and recognition to the work done by Tutors and Senior Tutors.

Tutors and Senior Tutors are undergraduate teaching specialists. These colleagues bring us the advantages of continuing faculty, but we treat them as expendable contract workers. We do not allow these teachers the dignity of working in a continuing career. We must grant Tutors and Senior Tutors, who do so much of our important undergraduate teaching, the respect to which their qualifications and their performance entitle them.

We will do our University credit by acknowledging that we have a problem to resolve. We owe dignity, respect and justice to highly-qualified colleagues who bring excellence to our undergraduate teaching.

It is time to face mistakes and rectify wrongs. It is time to rescind the terminations.

It is time to establish sensible, ethical policies for our Tutor/Senior Tutor colleagues.

Please send copies of your letters to UTFA, or call us at 978-3351.

Fears for Tutors Unfounded: Foley

Permanent status could reduce flexibility

BY JANE STIRLING

A PROPOSAL TO GIVE TUTORS permanent job status after an eight-year period would result in "far-reaching changes" in the University's appointment's process, says Provost Joan Foley.

"I'm not saying we should or shouldn't consider this but it would lead to a different type of decision making," she said. "We must all think very carefully about it."

The establishment of permanent job status could limit departmental flexibility, she said. Currently the department chair is the one who decides whether to create a tutor position. If the position receives permanent status, a decision on the merits of hiring such a person would have to be channelled through several levels of bureaucracy before a search process could be undertaken and a candidate selected. "If the University is making a commitment of long-term resources, there just isn't the flexibility at the local level," she said.

The impression fostered at the University that there will be a "long-term slaughter of tutors" is creating unnecessary fears, Foley said. Although administrators must deal with budget reductions, "it's a misconception to go from saying 'we must save money' to 'we must get rid of tutors.'" However, the non-renewal of these contracts for budgetary reasons has happened on previous occasions. "Such things don't happen very often but they're not unprecedented."

The suggestion of permanent status for tutors was one of a number of issues the U of T Faculty Association (UTFA) addressed in its 1989 submission to the Special Committee to Review the Policy & Procedures on Academic Appointments, chaired by Professor Cecil Yip. This spring the association said it will not discuss other proposed changes to the appointment's process until the administration deals with the tutor issue.

Currently tutors are hired on three one-year contracts. In their final year, they are eligible to apply for review and promotion to senior tutor, a five-year contractual position. There are about 250 tutors and senior tutors at the University.

The issue of job security for tutors will be discussed at the next Academic Board meeting May 9. In an April 8 letter addressed to board members, UTFA proposed the establishment of a special working group composed of representatives of the association and the Academic Board who would study the situation.

Two senior tutors — one who runs the writing lab at Scarborough College and the other in Spanish at Erindale College — have been informed that their contracts will not be renewed when they expire in June 1992.

In an April 15 letter to faculty members, Foley addressed some "inaccuracies in UTFA's critiques of the academic and budgetary planning exercise" as expressed through paid advertisements in *The Bulletin* and in the association's Feb. 27 newsletter.

Assertions that senior tutors are being targeted for layoffs because they are predominantly women and teach almost exclusively in undergraduate programs are inaccurate, the letter says. U of T employs 146 such individuals of which 76 are women and 70 are men. Fewer senior tutor positions will be eliminated than tenure-stream professorial ones if the budget plans are implemented as they now stand. The letter also says that allegations about secret decisions to terminate other senior tutor positions are wrong. "In every case where divisional plans suggest that such a contract may not be renewed, the individual (and UTFA) has already been informed. There are no plans for further non-renewals."

Guy Allen, a senior tutor and coordinator of UTFA's campaign on behalf of tutors, said they are treated like "expendable employees" by the administration. "I want to change the way tutors think about themselves. They've internalized oppression and they've come to expect indecent treatment."

Saying it with Flowers



JEWEL RANDOLPH

Principal John Browne of Innis College presents Sarah Shapero, 80, treasurer of the University's Later Life Learning program, with a bouquet of flowers to thank her and her group for their continuing support through the Later Life Learning scholarship fund. Innis held the April 29 reception to celebrate the fact that the fund, initiated seven years ago at the suggestion of Shapero and her late husband, has now reached \$50,000. Interest on the money provides scholarships for part-time students at Innis who have an A average. Close to 300 members of the Later Life Learning group attended the reception.

Proposal Receives Mixed Reviews

BY KARINA DAHLIN

THE U OF T FACULTY ASSOCIATION has asked the University to give tutors and senior tutors the same job security other members of the faculty enjoy.

In an April 8 letter to the Academic Board, Professor David Clandfield of the Department of French, chair of UTFA's appointments committee, and senior tutor Guy Allen, coordinator of UTFA's campaign on behalf of tutors, say the best way to recognize the tutors' contribution is to offer them job security.

The responsibilities of senior tutors "are identical in virtually every way" to the teaching duties of professorial staff but they "live out their lives in five-year periods, continually subject to performance reviews upon which their continuing employment depends," Clandfield and Allen say in their letter.

Tutors are faculty members who teach undergraduates but are not expected to carry out research.

Approximately 40 tutors and UTFA representatives attended a special meeting April 18 to listen to the board's third discussion of the Report of the Special Committee to

Review the Policy & Procedures on Academic Appointments.

Board members responded positively and negatively — and with a variety of new proposals — to the call for job security for tutors.

Professor John Furedy of the Department of Psychology said he does not accept UTFA's characterization of tutors' duties. "In my view, the difference between the professoriate and tutors in any genuinely academic institution is much greater and more significant than the UTFA position suggests. Individuals whose duties do not include research should not be tenurable at any university which is serious about the nature of higher education."

Professor Tony Melcher (speaking as a member of the faculty rather than as vice-provost) said few people can take their continued employment for granted so "why should we [academics] assume we have that right?" Melcher suggested that all academic staff — tutors and professors alike —

undergo a review every five or 10 years but that tenure be preserved to protect teaching staff who hold unpopular views.

Professor Roger Beck, vice-principal (academic) of Erindale College, said that in 1989, shortly after the special committee was established, he wrote to the chair

suggesting the creation of a teaching stream with permanent status.

Beck said he still supports the creation of a teaching stream, provided the criteria for permanency are "demanding" and that candidates demonstrate a "clear and marked contribution."

Principal Desmond Morton of Erindale

College said that after listening to the eloquent presentations of three senior tutors he wondered why professors are able to earn tenure when senior tutors are not. He said the way to deal with "the guilt of owning a job" was probably to create some permanent position but warned against confusing long service with outstanding service.

Dean Adele Fasick of the

Faculty of Library & Information Science said it is "dangerous" to start a stream of teaching-only positions. "Undergraduates need the influence of both teaching and research," she said. She said she fears such a classification would create a "second-class" group of teaching staff.

Professor Bruce Kidd of the School of Physical & Health Education said tutors are regarded as an integral part of the academic program and should be offered some kind of job security.

Professor Peter Rosenthal of the Department of Mathematics gave notice of a motion that would, if adopted, approve in principle the plan to develop a permanent job stream for tutorial staff. "Let's not think of whether there should be permanence, but what kind it should be," he said.

Professor William Nelson of the Department of History said "this issue is complicated enough without [us] deciding whether tenure should be discontinued as well. I think we should concentrate on this curious and complicated group of people who hold the titles of tutor and senior tutor." Of the 250 tutorial staff, 150 are senior tutors and 100 are tutors.

FINANCIAL ACCOUNTABILITY; COLLECTIVE RESPONSIBILITY

AN OPEN LETTER FROM
PRESIDENT ROBERT PRICHARD

Recent attention given by the media to our financial affairs has raised questions about the University's stewardship of public and private funds. While some of this press coverage has been unbalanced, any loss of public confidence in our financial management is an extremely serious matter and I have a responsibility, as president, to address it.

The University considers the prudent and responsible stewardship of public and private funds to be fundamental to the successful achievement of its mission and has in place a number of policies and procedures for administering these funds and monitoring their use. On the whole, these policies and procedures work well but, as some of the recent incidents make clear, there is room to do better.

I remain convinced that most members of our community are meticulous in their adherence to these policies and procedures and that very high standards of financial responsibility and accountability govern the work that they do. As a public institution we must be fully accountable to both the people of Ontario and our private benefactors for the funds that are entrusted to our use. Our challenge is to refine and improve our policies and procedures to ensure that we meet high and evolving standards of accountability. I do not believe that the incidents reported in the press are an accurate reflection of the true state of our financial management or of the high standards by which we conduct our affairs. Indeed, one of my regrets concerning the incidents that have been reported is that the outstanding work done every day by thousands of researchers and their support staff at the University may have been unfairly and unjustifiably called into question.

We are a very large university with a decentralized budget and financial administration. In 1989-90, for example, the combined total of our operating budget, assisted research income, ancillary opera-

tions, capital grants and donations was more than \$744 million. In any organization of this size and complexity, procedures can break down and problems can occur. We are not error-free. The recent incidents that have been reported are clear evidence that we can fall short of our own standards. It is, however, the responsibility of all of us, and mine in particular, to ensure that these occurrences are as rare as possible and that when they do occur, steps are taken quickly and firmly to ensure that they do not happen again.

It is also our obligation to remind ourselves continually that as a community and as individual employees we share serious financial responsibilities for which we are accountable. We have a fine reputation that none of us should take for granted and that all of us must work to maintain. I ask everyone, as I ask myself, to reaffirm the commitment to the highest standards of financial accountability.

To this end, we are now taking action to ensure that the policies and procedures we have in place can withstand the most rigorous public scrutiny, are effectively communicated throughout our community and are carefully adhered to. We plan to do the following:

- I have appointed University Professor Martin Friedland, former dean of the Faculty of Law, to act as a one-person presidential commission to review our current conflict-of-interest policies and guidelines. At present we have policies and guidelines contained in a variety of documents of varying applicability. Professor Friedland will review these, survey and assess policies in other leading research universities and make recommendations for reform. Professor Friedland's report is expected by the end of the calendar year. I plan to act on his recommendations as soon as I have them.

- The vice-president (research) and the vice-president (administration) are preparing a brochure to be distributed throughout the University to all researchers summarizing the procedures to be followed in the administration of grant funds. The brochure gathers in a single accessible document the essentials of sound financial management for research funds. It will appear as an insert in *The Bulletin* in the near future and will be made available to all new researchers as they join the University community.

- In March we adopted a new Policy on Ethical Conduct in Research. This policy states that the University expects its members to maintain "the highest standards of ethical conduct in every aspect of research" and to ensure "the appropriate use and allocation of money or other resources supplied for research purposes." The policy is one of the foundations of our accountability to the public and it is being widely distributed throughout the University.

- I have asked the provost and the vice-president (administra-

tion) to review our current internal audit procedures for investigating allegations of financial impropriety. It is essential that we be able to proceed quickly, thoroughly and fairly to the disposition of such allegations and, when appropriate, to the imposition of disciplinary or other remedial steps when the allegations are found to be true. I expect to implement revised procedures in the next few weeks.

- Our internal audit department will continue to conduct both scheduled and random audits of departments and faculties across the University and to make recommendations concerning the refinement and improvement of our financial policies and procedures. These audits can also be done at the request of a divisional

leader to work with the division to strengthen its financial management.

- Under the direction of the vice-president (computing and communications), a new Financial Information System has been planned and will be put in operation in 1992 to provide for improved internal controls, more extensive review of departmental and research expenditures and improved financial reporting to principals, deans, directors and chairs. This new system will strengthen the ability of each person responsible for financial management to meet the high standards we set for ourselves.
- We plan to increase our investments in staff training in the financial management area, particularly for divisional and departmental staff. We expect a great deal of our staff members and we must ensure that they receive the training and support necessary to meet their responsibilities.

This list of initiatives is not exhaustive. I would welcome suggestions concerning other steps we should take. I have no doubt that many good ideas can come from those who meet the responsibility of financial management on a daily basis. Please write with your suggestions. Each one received will be carefully considered by the administration.

Even with strengthened policies and procedures in place, the essential determinant of our success will be the personal conduct and diligence of each of us. I ask that all of us, as representatives of the University, continue to provide evidence by personal example of our commitment to the highest standards of financial management. We should never hesitate to seek assistance or advice or to raise doubts or questions. By anticipating difficulties we can avoid many of them.

As president, I have special responsibilities in the matter of our public reputation and accountability. I wish to assure everyone of my resolve to deal with shortcomings if and when they occur.

J. ROBERT S. PRICHARD

*The responsible
stewardship of
public funds
is fundamental to
the University*

TEACHING FACULTY
DESERVE JOB SECURITY

On April 15 Provost Joan Foley sent a letter to all faculty members concerning items published in *The Bulletin* and the U of T Faculty Association newsletter of Feb. 27. In her letter the provost attempts to respond to some of the statements made by members of the faculty association concerning the termination of tutors and senior tutors. I would like to respond to some of the provost's statements.

Professor Foley says that under *current plans* (my emphasis) ... "both absolutely and proportionately many fewer senior tutor positions will be eliminated than tenure-stream professorial positions" (her emphasis). Positions and people may be two different things. Professorial positions are lost through attrition, not through firing. Tutors are targeted because they can be fired, whereas, according to current practice, professors cannot be

fired for fiscal reasons.

Plans to reduce divisional expenditures by transferring some tenured faculty members to other divisions — from Scarborough College to downtown, for example — may well fail. There is still no mechanism for these transfers and no political will to make them happen. In their absence the brunt of budget-cutting measures will fall on tutors and administrative staff — those who can be terminated for fiscal reasons.

Professor Foley says that there are 146 senior tutors (76 women and 70 men) but makes no mention of the number of tutors and their gender (73 women and 24 men). It is this latter group, which contains a greater percentage of women, that is especially vulnerable at this time.

The provost's statement that the job category was created "as a response to the realization that there were members of the teaching staff who could not have met the criteria for tenure

in that they were not expected to do research" is only partially true. Some tutors were and are internationally acclaimed in their field of research or creativity. Many do or are expected to do research, whatever the policy states; some confine themselves to teaching and research in educational endeavours. Tutors are reviewed many times throughout their careers.

The provost writes that "it would not be appropriate to hire a new person into a comparable tutor position while a competent experienced staff member was being let go." Her statement does not offer any concrete assurances to tutors. Last year the principal of Scarborough College made statements suggesting that to him tutors are like tenured faculty. Now, less than a year later, a tutor has received notice and others are known to be at risk.

The provost goes on to say that "any actions being contemplated are consistent with the

contractual arrangements for senior tutors." Although this is likely true, it chooses to miss the point of the argument put forward by UTFA and others. Namely, that it is immoral to terminate faculty members with many years of highly valued service simply because they are the only ones that can practically be fired.

UTFA has communicated its views clearly to the Academic Board and to the administration. Unfortunately, our administrative officers have ignored the views of faculty and staff members on the issue of tutors. It is time for them to stop acting paternalistically and to engage in constructive dialogue with the faculty association to solve the problems of this group of faculty members who, like those in the tenure stream, have committed their careers to the University.

JANET POTTER
DIVISION OF PHYSICAL SCIENCES
SCARBOROUGH COLLEGE

A LARGE CREW,
UNCHARTED WATERS

I am rather amazed at the size of the Presidential Advisory Committee on Race Relations ("New committee will advise on race relations," April 1).

I have worked successfully with about 10 of the 36 appointees and can attest to their ability and their commitment; however, I cannot help but feel that the effectiveness of such a committee, dealing in such relatively uncharted seas, for Canada, as academia and race relations, is jeopardized by its size.

While the president's heading of this behemoth of a committee sends a significant message to both the academic and the wider community, U of T would be better served if President Prichard were advised by a smaller — but no less sensitive — group of people.

GEORGE W. BANCROFT
FACULTY OF EDUCATION

LETTERS

PROBLEMS MOUNT AS STRIKE CONTINUES

As librarians we are concerned that the University community may not be fully aware of the implications of the current strike. For the past eight weeks, librarians and other non-union staff have been performing "extraordinary" duties to keep the libraries open and to provide at least minimal service to users. As a result, much of our regular work remains undone.

Maintaining service at all costs has meant an interruption of at least eight weeks in selecting, ordering, processing and cataloguing new materials. Even basic materials on course reading lists may not be available for the fall term. The physical maintenance of the collection — the binding of periodicals and microfilming damaged materials — has been neglected.

The reputation of the library has been damaged by our withdrawal from the national and international library community through the shutting down of interlibrary loan operations. Because the U of T Library is one of the largest lenders in Canada, we are doing a great disservice to the academic community in general, as well as to our own faculty and students, as the strike drags on. And because the document delivery service is closed for the duration, local libraries are also affected.

Faculty members who subscribe to the current awareness service, SCANDOC, have also been penalized. College and departmental libraries feel the pressure too as they try to cope with the increased demands on their collections and study space, always problematic during exams.

The University's reputation as an employer and as a "centre of excellence" (already damaged by negative press coverage of other labour disputes and the TISAH project) will be further eroded if this strike continues.

SUSAN JOHNSTON
AND 13 OTHER LIBRARIANS

DEMAND BLOCKS SETTLEMENT

In the recent breakdown of talks between library workers and the University, and the rejection of the mediator's proposal, one fact has become obvious: the strike has deteriorated into an unnecessary contest of wills.

Two things would resolve the strike for me and for others: some language on seniority for part-timers who must reapply each term for their positions and the removal of management's proposed change in the union's grievance procedure.

The chief librarian has stated that the proposed change — to internalize the grievance procedure — would simply bring the union in line with non-union

staff. But it would also make us the only union on campus not allowed grievance hearings at the University's labour relations department — the department with which we negotiate the contract on which such grievances are based.

I am fairly confident that if the mediator's last proposal were adopted and a provincial government arbitrator were appointed to rule on this issue, the matter would be resolved in the union's favour. No clear argument has been made to justify such an exception to the established University practice on grievances. Nevertheless, our negotiating team offered to recommend the mediator's overall proposal, including the adjusted wage offer, if the grievance procedure issue were removed from the table completely and resolved later without recourse to arbitration. Management rejected the union's proposal and the union membership, in turn, voted against the mediator's proposal.

If management remains intractable and insists on the change, it may fairly be assumed that it doesn't want to be held to contractual obligations in future. By bringing the grievance procedure in-house, management would be better able to delay or obstruct grievances until planned technological changes are in place. The rationale becomes easier to understand when we remember that major technical, structural and organizational changes are being considered.

There are real problems with the existing grievance procedure and both sides should seek a responsible solution. For example, removal of the proposed change could be made conditional on the sincere exploration of the issue by both sides after the strike. Union members could then return to work with dignity and a feeling that we had achieved, not a victory over management, but respect.

For me the issue is finally one of respect. But if management cannot show at least this minimum of flexibility on these two issues, then I and others must assume either that it is too insecure or incompetent to deal fairly with us and therefore an inadequate employer, or that it wishes simply to break up the union.

DAVID F. SCOVIL
LIBRARY TECHNICIAN
MEMBER, CUPE 1230

LETTERS DEADLINES

MAY 10 FOR MAY 21

MAY 31 FOR JUNE 10

Letters should be submitted on a computer disk in WordPerfect or plain text format, or on paper, typed and double spaced. Please include a telephone number and, if possible, a fax number.

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A CRITICAL JUNCTURE FOR CANADA'S FUTURE

Institutions look within to solve declining interest in science

ARTICLES BY GAY ABBATE

CANADIAN UNIVERSITIES ARE BURSTING AT the seams with a record number of students but by 2000 this country may lack sufficient scientists and workers with the technological skills to compete globally. The basis for this gloomy scenario is the declining interest of university students in math, and physics and chemistry — the so-called "hard" sciences — over the last decade.

The swing away from the sciences comes at a critical time for Canadian universities and the economy. According to predictions of the Economic Council of Canada, the Natural Sciences & Engineering Research Council and the Technical Service Council, the technological content of all jobs will increase as we approach the next millennium, as will the demand from universities and the private sector for scientists with post-graduate degrees. The projected nationwide shortage of faculty will make the situation more acute. Approximately one-third of faculty members currently in Canadian universities will retire within the next five to 10 years. With shortages anticipated in the United States and Great Britain, Canada will not be able to rely on the two countries it has traditionally drawn on for new faculty. "Canada," William Winegard, the federal minister for science, wrote in a *Bulletin* article last year (Commentary, Dec. 10), "is facing a crisis."

The magnitude of the crisis is not obvious at first. Enrolment in Canadian universities for the current school year rose 4.1 percent to a record 536,000 full-time students. The downside of this growth is that only 13 percent of first-year students in the province selected science as their first choice of study, according to the Council of Ontario Universities. In contrast 44 percent chose an arts program. Between 1983 and 1988 the number of applicants to the province's universities who selected math, science or engineering as their first option fell from 31 to 24 percent. University enrolment increased 20 percent between 1980 and 1987 but the number of students in math, physical sciences and engineering dropped from 18 to 15 percent. Approximately half of the undergraduates who received a bachelor's or first professional degree from an Ontario university in 1987 studied humanities or social sciences.

George Altmeyer, registrar of the Faculty of Arts & Science, says enrolment in the physical sciences on the St. George campus during the past five years has remained fairly constant. However, over the same period registration in English jumped 24 percent; history, 18; computer science, 35; the social sciences, 25; and sociology, 53. At Scarborough College, full-course equivalent (FCE) enrolment in the physical sciences dropped 39 percent between 1984 and 1990 while in the humanities it increased 11.7 percent. Between 1985 and 1990, FCE enrolment at Erindale College rose 45 percent in both the humanities and the social sciences but only 14 percent in the sciences.

This trend may be mirrored in the province's high schools. According to the Ministry of Education, the number of registrations for grades 11 to 13 and the Ontario Academic Courses (OACs) in publicly supported secondary and inspected private schools from 1985 to 1988 fell about 14,000 in biology, approximately 10,000 in chemistry and more than 23,000 in physics while increasing 13,000 in arts and over 49,000 in business studies. Recent changes in course requirements for graduation may account for some of these decreases and increases, says Geraldine Connelly, a former high school science teacher and currently coordina-

tor of transition years with the education ministry.

Students' lack of interest in the sciences was a major concern of the Premier's Council on Technology, a group established by former Liberal premier David Peterson and comprised of academics, corporate presidents, labour leaders and cabinet ministers. In its 1990 report entitled *People & Skills in the New Global Economy*, the council reviewed education, training and labour adjustment issues facing the province and concluded that "there is now in Ontario a growing sense of unease with the levels of what might be termed scientific or technological literacy students acquire in school." For evidence it points to the performance of Canadian high school students in math and physical sciences compared with those of other countries. In the 1988 Second International Science Study, Canadian grade 12 and 13 students ranked 11th in biology and physics and 12th in chemistry.

A similar disenchantment with the sciences exists in the United States. The proportion of American first-year students planning to major in science and mathematics fell by half between 1966 and 1988. Studies also show that more than half of all those who intend to study science switch to other fields.

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PROFESSOR STEPHEN TOBE, ASSOCIATE DEAN (MATHEMATICAL, PHYSICAL AND LIFE SCIENCES) IN THE FACULTY OF ARTS & SCIENCE, SAYS DECLINING ENROLMENT IN THE SCIENCES IS A WORLDWIDE PHENOMENON FOR WHICH THERE IS NO SIMPLE OR SINGLE EX-

DENTS IN FOUR SOUTHERN ONTARIO SCHOOL BOARDS WERE ASKED TO INDICATE IN WHICH OF 15 SPECIFIC PROFESSIONS THEY SAW THEMSELVES EVENTUALLY WORKING. SCIENCE AND ENGINEERING RANKED 11TH, WELL BEHIND SOCIAL SCIENCES AND COMMUNITY SERVICES AND ARTS AND LITERATURE WHICH PLACED FIFTH AND SEVENTH RESPECTIVELY.

Professor Jim Thompson, associate chair of the Department of Chemistry, points to the educational system itself as a possible factor. The system, he says, is turning students off science because of a lack of excitement in teaching the subject. He warns that unless faculty members improve the way they teach math to the average student who is not mathematically inclined they will continue to lose students to other disciplines. "Math is a terror," he says. "I can almost hear students shutting off when math is introduced in chemistry class."

Tobe says many students drop math and science courses not because of poor teaching but because of their inability to handle the subject matter and suggests this may stem from inadequate preparation in their pre-university years, particularly primary school. He blames universities for the fact that many elementary teachers are not better equipped to teach science. "We haven't devoted attention to training science teachers because we've been too concerned with specialist students and not training generalists."

Professor John Perz, chair of the Division of Physical Sciences at Scarborough College, concurs that elementary schools do not always nurture the sciences despite the curiosity young children exhibit for the subject. The problem,

he says, is that "it's very difficult to get teachers who are competent scientists to go into elementary school."

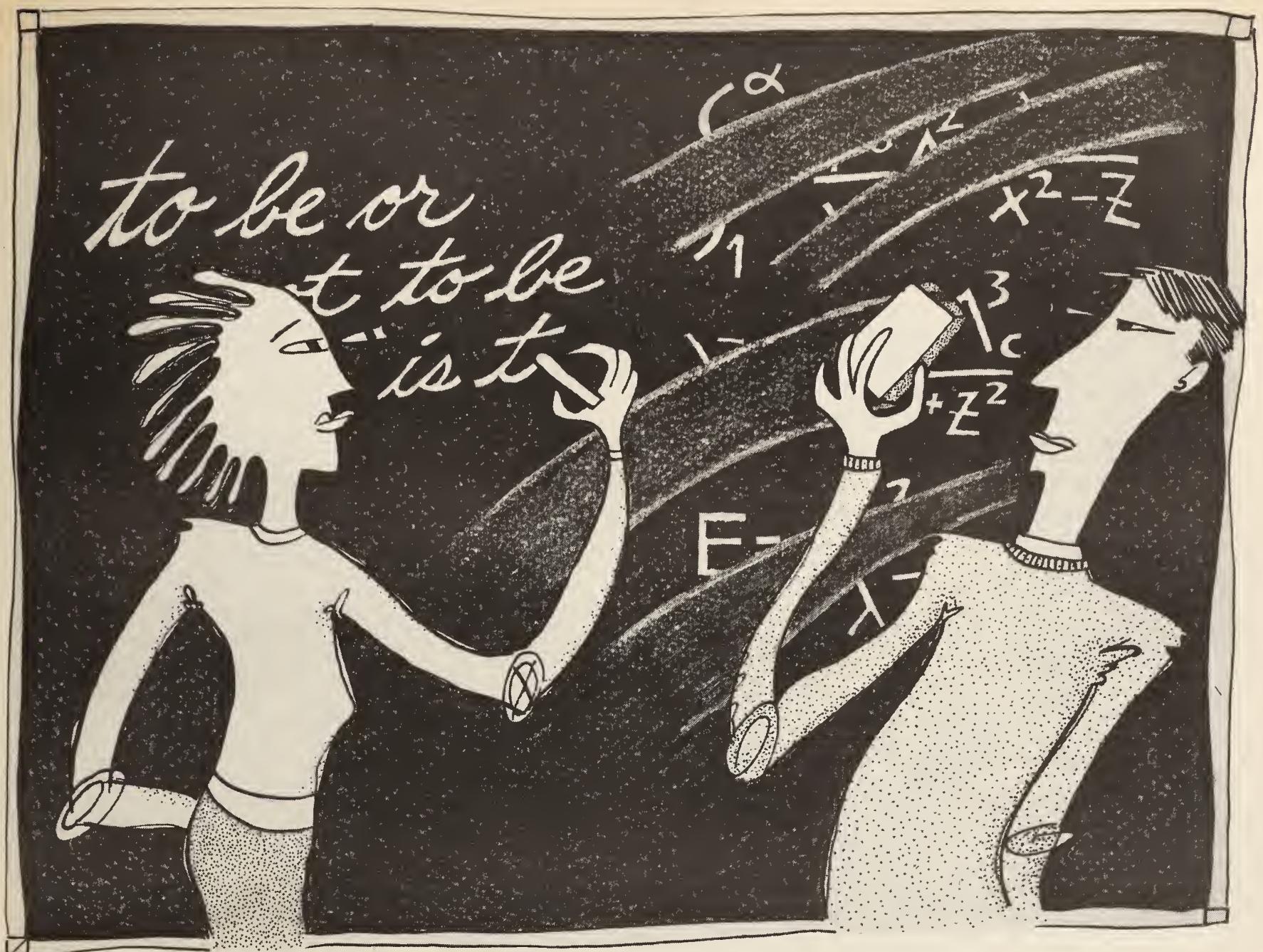
The premier's council concluded that "the lack of interest in and awareness of technology that shows up in later years is attributable in part to the failure to cultivate interest and awareness in the early years of schooling."

The physical sciences — especially physics — are perceived as being very difficult and this view may help explain the increased enrolment in non-science subjects, says Connelly. So too may the anti-science attitude prevalent in today's society that blames science for many of the problems facing the world, especially environmental issues. "Many people have a false view that these global problems can be solved without hard science," says Thompson. "But what they don't realize is that the solutions will come from science."

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NO ONE HAS YET IDENTIFIED A WAY TO SWING THE PENDULUM BACK TO THE SCIENCES. However, some things are being done, albeit on a small scale, by both high schools and post-secondary institutions. Some high schools are attempting to attract more students to science — especially females — through science fairs and conferences.

U of T's Faculty of Arts & Science has launched a recruitment campaign that, according to Tobe, is "absolutely necessary if science is to survive and flourish." He is considering a variety of initiatives designed to make science more attractive to students; for example, involving youngsters in outreach programs and developing videos that promote science for use in secondary schools. The faculty is also implementing a pilot program aimed at retaining more first-year math students. Scheduled to begin next academic year, the program will allow students failing in math to go into a special stream. If successful the program may be extended to include chemistry and physics. Scarborough College will



DAVID VERESCHAGIN

offer a four-year specialist program in the physical sciences in the 1991-92 academic year as well as a special program to train future high school science teachers.

The premier's council said more can and should be done, starting with making math and science mandatory at least until the end of grade 10. Ideally it would prefer they be compulsory until the end of grade 12 but acknowledged this would only encourage students to drop out of school to avoid taking further such courses.

To improve the quality of teaching at both elementary and high school levels the council suggested revamping the teacher training program to include a one-year follow-up program and an apprenticeship period to allow new teachers to learn by working alongside experienced mentors.

The council's recommendation to the provincial government was to increase funding to post-secondary institutions "to reflect more accurately the investment requirements for programs in science and engineering."

For universities the council recommended they offer more foundation courses and increased flexibility within programs to encourage those students who might be frightened away from math and science by rigid course requirements and heavy time demands. Universities should also recognize the importance of teaching and begin to reward those who excel in it. "Important as the universities' research role is to advancing the frontiers of knowledge and to stimulating students, teaching is equally important in developing the skills necessary for competing in the global economy....What is needed is greater recognition of teaching in itself and more resources for this work."

The Ontario Public School Boards' Association, representing 94 boards across the province, has called for universities to improve the calibre of teaching at the post-secondary level. In its submission to the Commission of Inquiry on Canadian University Education last November, the association recommended universities offer short introductory courses and orientation programs for new faculty.

It recommended smaller classes in the first year of university rather than in later years and that post-secondary institutions review the workload in the first year of the undergraduate degree program. "We suspect that what students often experience as unreasonable demands, particularly in some sciences, can contribute to their selection of 'easier' options."

While much can be done at other levels of the educational

system to attract more students to science programs, universities cannot ignore their own role. For Canada to be competitive globally in the next century academic institutions must adopt a more proactive approach to recruitment, Winegard wrote in *The Bulletin*. "We need to make the

young women and men in our school system more aware of how science and technology affect their lives. We need to get them excited about science and technology and to encourage them to pursue the career opportunities in these fields."

CAREER CHOICES

Three students explain why they switched out of science

UNIVERSITY STUDENTS EVERYWHERE ARE TURNING away from science and enrolling in other programs. The following profiles examine this trend by chronicling the experience of three students at U of T.

Anne Priscus, 21, is completing the requirements for a specialist degree in German with a math minor. Five years ago she enrolled in a double major — math and physics — despite warnings from her academic adviser that the odds were against her completion of such a difficult program. But she ignored his suggestion that she switch to another field because her goal was to teach the two subjects in high school.

By the end of her first year she realized she lacked the necessary chemistry background and so dropped her physics major. "No one told me I needed chemistry. It wasn't listed in the calendar as a requirement for physics." At the beginning of her third year she picked up German as a second major and halfway through the year changed it to a specialist. Finding calculus difficult "because professors geared their teaching to male students," she changed her math major to a minor. "Whether it's the fault of the math department or the professors, the things stressed in class were those that men find the easiest and women the hardest."

She does not regret switching to the humanities even though it meant spending an extra year taking additional German courses. "I'm just sorry I didn't do it earlier."



REBECCA SPAGNOLO, 22, IS WORKING ON HER MA IN HISTORY. She started at U of T in 1985 with a mixture of arts and science courses intent on eventually completing a combined spe-

cialist degree in molecular biology and molecular genetics.

At the end of her first year she dropped her science courses because she was disappointed with their structure — especially a first-year biology course. "I loved biology but it was abominable because the core of the course was taught by tapes. You sat at a desk and listened to tapes." She was also disillusioned with her chemistry professors who, she says, appeared more interested in their own research than in teaching and answering students' questions.

In contrast her experience with the humanities was "like night and day." The classes were smaller and the professors more receptive. "And they actually kept office hours. The science professors didn't. You had to hunt them down in their labs. Switching was the best thing I ever did."



KAREN HANSON, 23, IS IN HER THIRD YEAR OF PHILOSOPHY. In high school she took math and science courses in preparation for a career in science. At U of T she hoped to complete a double major in English and chemistry and "as liberal arts a degree as possible." Her academic counsellor however discouraged her plan saying she would not be able to compete with students specializing in chemistry. She eventually chose a mixture of arts and science courses.

Halfway through her first year, she dropped biology and math for English and classical mythology. However, she became dissatisfied with the arts curriculum and left the University after her second year. She returned a year later to study philosophy and plans to pursue a master's degree in an interdisciplinary area.

YOU GREAT BIG LOVABLE YEW

Formerly reviled, a tree now fights cancer

BY SHEREEN ELFEKI

ALTHOUGH ITS TOXIC PROPERTIES were well known to medieval herbalists, the yew tree's public image remained more or less intact until *Macbeth* — in which the three witches add "slips of yew" to their *bouquet garni*. By the 18th century, the English fear of yews was so strong that simply lying in the tree's shadow was considered a health hazard; of course, it did not help that yews were often planted in graveyards. Today however the tree is making a remarkable comeback as one of the most exciting prospects in anti-cancer therapy.

The current rehabilitation dates from 1971 when a group of researchers in North Carolina isolated taxol from the Pacific yew, *Taxus brevifolia*. A small, complex molecule, taxol has been found to be a potent inhibitor of certain tumours and leukemias. It is the end product of a complex enzymatic system that is only now beginning to be understood. Because it is not the product of a single gene, the recombinant DNA technology which has allowed the mass production of such anti-cancer agents as gamma-interferon is not applicable.

At U of T, Professor Frank DiCosmo of the Department of Botany has spent the last two years determining the optimal conditions for the isolation and large-scale production of taxol. He and his team extract cells from the yew and grow them on agar in the laboratory. Tree cells are slow-growing, fastidious and notoriously difficult to cul-

ture *in vitro*, but at present this is the only way to produce large amounts of taxol. From these cultures, DiCosmo can double the yield of the compound relative to the amount available from a similar mass of raw bark. Work is now under way to produce "Taxus soup," or liquid cultures that may generate even greater quantities of the drug far more

posomes, they hope to increase the stability of the drug and sequester it in the vicinity of the tumour, preventing it from being washed away by the circulation. Eventually, DiCosmo would like to target taxol directly to the cancer by attaching these liposomes to tumour-specific antibodies, thus reducing the potential for interaction with neighbouring

resistance in residual tumour cells.

The problems associated with the vinca drugs prompted researchers to investigate the use of taxol as an alternative therapeutic. Early clinical trials at Johns Hopkins University and the National Cancer Institute in Bethesda, Maryland, demonstrated its effectiveness in reducing the size of ovarian tumours and its potential for treating lung, colon and skin cancer.

Both taxol and the vinca drugs act on the mitotic spindle, the tent-like network of filaments that form the infrastructure of a dividing cell. Vinblastine and vincristine arrest the spread of cancer cells by inhibiting the formation of this apparatus, cutting the guy wires before the tent goes up. Taxol, on the other hand, anchors them in concrete, preventing the disassembly of the spindle in the last stages of division.

When the medical findings on the use of taxol in cancer therapy were announced last year, US environmentalists welcomed a new weapon in their fight to preserve the yew tree, but the alliance between medical researchers and the conservationists may not last. Although the trees are quite common (there are a number on the U of T campus), taxol is not: it takes at least 9,000 kilograms of bark to produce one kilogram of taxol — seven trees per patient. With encouraging reports from the bedside and a growing demand for the drug, the search continues — at U of T and elsewhere — for another source.

FRANK DICOSMO AND THE MEMBERS
OF HIS RESEARCH TEAM ARE ATTEMPTING
TO DEFINE THE OPTIMAL CONDITIONS
FOR THE ISOLATION AND PRODUCTION
OF TAXOL

efficiently. DiCosmo hopes that an increased understanding of the enzymatic pathways that generate taxol will lead to the "cell-free" synthesis of the chemical and ultimately economical mass production of a drug that now costs about \$200,000 per kilogram.

In the meantime the Toronto researchers are trying to enhance the effectiveness of the drug by improving delivery to cancer cells. By packaging taxol into balls of fat called li-

ing healthy cells.

Relatively little attention was paid to taxol in the 1970s and early 1980s. Anti-cancer drug research focused on vincristine and vinblastine, chemicals taken from the periwinkle plant, *Catharanthus roseus*. Although they are powerful anti-tumour agents, the vinca drugs, as they are called, have a number of side-effects and other drawbacks including an alarming incidence of multi-drug

PROFILE

FROM 'QUANTUM BEES' TO THE BEATLES

BY CAROLYN MEREDITH

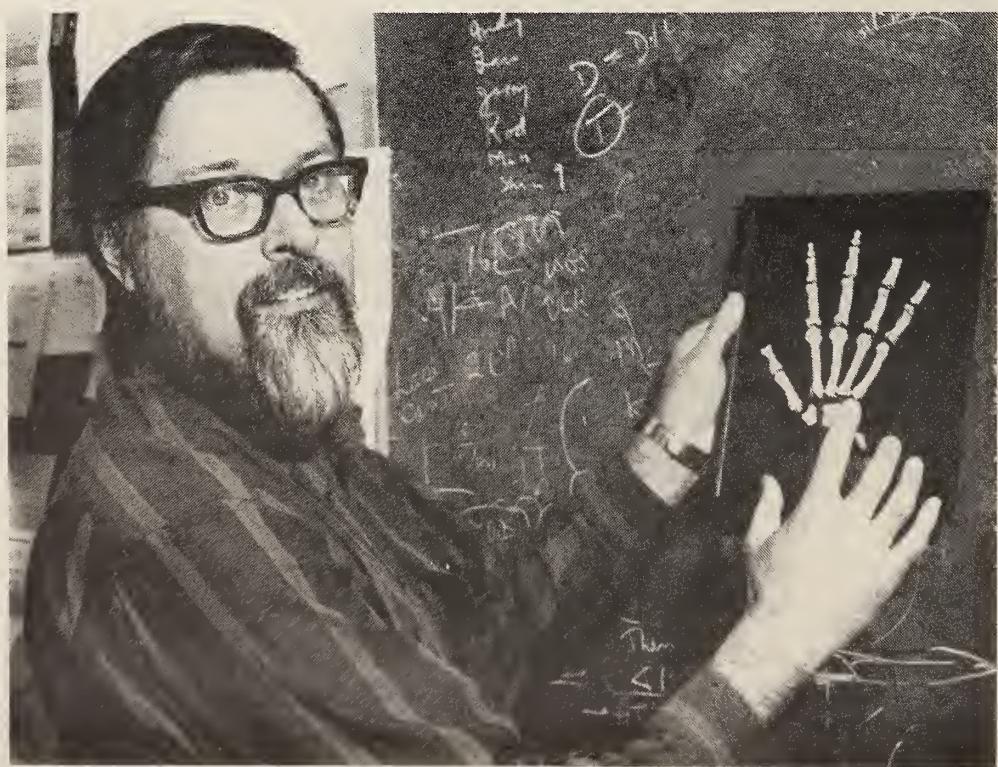
PROFESSOR DEREK YORK OF the Department of Physics is used to seeing his name in print. But it is usually as writer rather than subject. York is a geophysicist who assigns dates to the rocks and fossils unearthed by anthropologists and archaeologists in order to match the time-scale of the earth to the evolution of *Homo sapiens*.

Many scientists would be content to unravel the mysteries of the planet in the solitude of a laboratory but York says that the "act of understanding" is so exciting that it has to be shared.

In 1980 he took his enthusiasm for science to the pages of *The Globe and Mail*. Since then he has become a seasoned popular science writer who can make everything from magnets to black holes seem interesting and accessible. He is a lover of words and his articles are sprinkled with literary references to William Shakespeare and Lewis Carroll, among others.

In 1987 he wrote an article for *The Globe* explaining quantum mechanics. Shortly after the article appeared he received a letter from a father in Calgary saying that he had tried to explain the theory to his young daughter but had become confused. He wondered if there was a book for children about the subject.

York wrote *Alice in Quantum Land* for the family. In the story, quantum particles called alphas assume the form of



friendly bees clad in pyjamas. As Alice notes, "Quantum bees? I've heard of queen bees. Why, these are more puzzling than Cheshire cats. At least there was only one of them, and all they did was grin and disappear."

In March he took his unconventional educational approach to the University of California where he was one of six speakers at a symposium — Bed Partners: Old Fossils and

the Rocks that Date Them — that marked the 10th anniversary of the Institute of Human Origins at Berkeley.

In the introduction to his speech "The Dating Game" he paralleled the evolution of the earth to that of humans, using militaristic images to describe the earth's violent and explosive birth. He concluded with a reference to John Lennon's song "Imagine" and asked the audience to consider what life would be like now if our forebears had stayed on the banks of the Awash River in Ethiopia where they lived peacefully. While evolution gave us "the monkey that typed the works of Shakespeare" it also brought a myriad of social problems, he said.

At the symposium, York was presented with a reproduction of a three-million-year-old hand from one of our ancestors — an australopithecus nicknamed Lucy. The hominid was named for the Beatles song "Lucy in

the Sky with Diamonds" which was playing on the radio when the remains were discovered by scientist Donald Johanson, founder and president of the institute.

Though some scientists may argue that a popular approach oversimplifies the complexities of scientific theory making it inaccurate, York strives to "convey the joy of understanding."



GREG HOLMAN

Tom Francis hopes to discover the secret of the ginseng plant

GETTING TO THE ROOT OF GINSENG

Scientists examine therapeutic value

BY KARINA DAHLIN

SOMETIMES WHEN PROFESSOR TOM FRANCIS OF THE Department of Nutritional Sciences tells people about his research he gets the feeling they question his competence as an organic chemist. Francis studies ginseng, a plant with a reputation for being an aphrodisiac and a cure-all. But he is serious about his work and so is a group of ginseng growers in southern Ontario. They plan to establish a research foundation and fund studies that may prove or refute, in western scientific terms, some of the age-old Oriental anecdotes about ginseng.

The study of traditional medicines is a relatively new area of research in North American universities. The popularity of health food stores shows that many people have embraced a rediscovery of "natural" therapeutics but scientists hesitate because of undocumented claims and the quackish image some natural remedies have. Francis' curiosity was triggered five years ago when he did a literature review of saponins — "soapy" glycosides — of which ginseng is one. His interest grew when he met Paul Lucas, a grower in Waterford, Ontario, and heard that farmers had some pressing questions about the plant. He decided to study it and contacted other researchers who now exchange results to prevent overlapping projects.

Although many of the stories about ginseng's qualities are supported by a 2,000-year-old Chinese pharmacopoeia, no literature has so far explained satisfactorily to western researchers if, how and why the plant works. Francis and the network of researchers look with interest at recent works such as *Medical Ginseng 1989: Its Basics and the Progress of Clinical Studies*, a Japanese book (not in translation) published by Kyoritsu Publishing Co. Ltd. that discusses ginseng's effects on among other things stress, diabetes, cardiovascular problems, rheumatism, cancer and longevity. But they know that Health & Welfare Canada will only endorse ginseng as a therapeutic agent if approved scientific studies show it works. In anticipation of positive results, growers are prepared to invest in research. If a method is found to measure the active ingredients, they will be able to market ginseng on

more reliable evidence than age, colour, size and shape of the root.

Ginseng is a highly respected tonic in the Far East where the root is added to herbal mixtures and used in teas, soups and stews. China is the world's largest producer while Korea is famous for its Red Ginseng, traditionally regarded as the best variety. The plant is also indigenous to North America and was one of the most common medicinal herbs used by the Iroquois.

By the end of the 1800s Canadians began to cultivate the plant. Today the greatest share of production takes place in Ontario in fields formerly used for tobacco; Canadians grow two to three percent of the world's production or approximately 500,000 pounds a year. Less than 10 percent of that is sold in this country, mainly to health food stores and retail outlets in Canadian Chinatowns. Little if any is used by pharmaceutical manufacturers.

In recent years North American ginseng acreage has increased, creating tough competition for the Asian markets. As a result, many growers are hoping to expand their portion of the domestic market. First however they must improve the image of ginseng and that's a two-fold challenge. Canadians who are familiar with the root view the home-grown variety with as little reverence as haughty wine-drinkers view Canadian wines. Those who have never heard of ginseng have to be convinced that it is good and useful. In both cases the growers hope the scientists' work will give them the ammunition they need to market their product successfully.

"With the work done by university researchers we will find out once and for all what is in ginseng," says Jeffrey Rice, a grower in Brantford, Ontario. Over the past decade researchers, mostly in Japan, have isolated and characterized approximately 29 active ingredients known as ginsenosides. These substances have similar nuclear structures but differ in sugar content and are found in combinations that vary considerably from plant to plant depending on soil conditions, sunlight, age at harvest and curing methods. The profile of

one root may be quite different from another which probably explains why their physiological effects are different, Francis says. The three-leaved variety that grows in the orient and the five-leaved North American plant have about 20 ginsenosides in common but in varying quantities. The two plants "are as different as apples and oranges," Rice says. His Chinese buyers tell him the North American root cools the body while the oriental root has a warming effect.

"I was rather shattered to find out there was no one such thing as ginseng," Francis says. "It's a whole spectrum of things. Over the centuries oriental peoples have learned to grow and process it and have developed certain ginseng for certain conditions. Westerners tend to look at it and ask how can one plant stimulate you when it also relaxes you?"

Francis and students in his fourth-year undergraduate research course plan to publish a paper on ginseng this summer. Preliminary results have shown for the first time that there are higher levels of ginsenosides in the root hairs than in the root and that the leaves have a high concentration of one of the major ginsenosides, says student Mark McGovern. Their work also confirms that the Canadian plant contains a higher concentration of ginsenosides than the Asian variety, a useful piece of information if the future for Canadian ginseng lies in extraction of active ingredients for therapeutic purposes.

Meanwhile ginseng's aphrodisiac qualities continue to be unsubstantiated, probably because studies of that nature would be impossible to conduct and verify. The claims made by advertisements in racy magazines cannot be supported although Francis does note that ingestion of the root is supposed to increase the basal metabolic rate, give people more energy and lower blood pressure, all of which could improve potency. The growers too are reluctant to talk about ginseng in this context. "It embarrasses me and tarnishes the image of the plant," says Lucas. They want their ginseng to have an image similar to bran's — wholesome, harmless and good — and not be viewed as "a food for sex maniacs."

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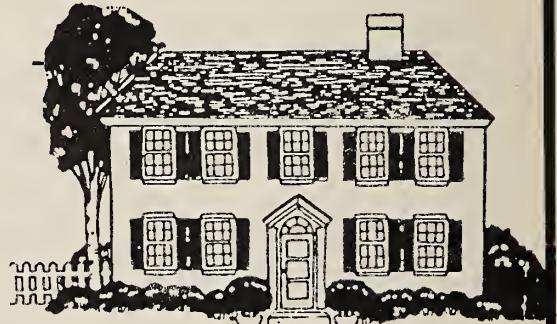
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(This advertisement was paid for by the University of Toronto Faculty Association)

A MESSAGE

On Tuesday, April 23, 1991, the Scarborough College Council, consisting of all faculty as well as administrative, student and staff representatives, passed the following motion by an overwhelming majority:

- i) *It is the will of the Council that, in the matter of termination for fiscal reasons, senior tutors of more than eight years' seniority at the University of Toronto be treated in the same way as tenured faculty members;*
- ii) *Whereas it is currently the de facto practice at the University of Toronto that tenured faculty members not be terminated for fiscal reasons, the College Council expresses to the Principal of Scarborough College and to the Academic Board of Governing Council that College Council is opposed, under the principle in the first part of this motion, to the termination of senior tutors who have been employed at the University of Toronto as tutors for more than eight years.*

The University of Toronto Faculty Association urges all members of the University community to endorse the message of these motions.

The termination of long-service Senior Tutors is a moral disgrace that brings shame to our University.

Please send copies of your letters to UTFA, or call us at 978-3351.

EVENTS

LECTURES

A Geologist's Perspective on Global Change.

WEDNESDAY, MAY 8

Prof. Judith Patterson, Department of Geology; final in series of five Canadian Perspectives lectures. Council Chamber, South Building, Erindale College. 10 to 11:45 a.m. Tickets \$7. Senior Alumni and Associates of Erindale

Nature & Technology: William Morris' Perception of Progress.

WEDNESDAY, MAY 15

Karen Herbert, graduate student. Museum for Textiles, 55 Centre Ave. 7:30 p.m. Tickets \$5, students and seniors \$2. *William Morris Society of Canada*

Teaching Ethics as a Domain of Clinical Competence.

THURSDAY, MAY 16

Drs. Philip Hébert, Eric Meslin and Earl Dunn, Sunnybrook Health Science Centre. 3171 Medical Sciences Building. 5 p.m. *Studies in Medical Education*

The Textiles of William Morris.

TUESDAY, MAY 21

Linda Perry, Victoria & Albert Museum. Museum for Textiles, 55 Centre Ave. 7:30 p.m. Tickets \$5, students and seniors \$2. *William Morris Society of Canada*

SEMINARS

Expression of Recombinant Proteins in Filamentous Fungi.

WEDNESDAY, MAY 8

David Gwynne, Allelix Inc. 103/104 FitzGerald Building. 12 noon. *Microbiology*

Calcium Signalling and Synaptic Transmission.

WEDNESDAY, MAY 8

Prof. Milton Charlton, Department of Physiology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Modulation Transfer Functions of Asymmetric Screen-Film Systems.

TUESDAY, MAY 14

Dr. Rich VanMetter, Health Science Division, Eastman Kodak Co., Rochester. SG16 Reichmann Research Building, Sunnybrook Health Science Centre. 11 a.m. *Medical Physics*

Diagnostic and Therapeutic Approaches to Breast Cancer Metastasis.

WEDNESDAY, MAY 15

Prof. Rosemonde Mandeville, Institut Armand-Frappier. 417 C.H. Best Institute, 112 College St. 4 p.m. *Banting & Best Department of Medical Research*

Acupuncture Analgesia.

WEDNESDAY, MAY 15

Prof. Bruce Pomeranz, Departments of Zoology and Physiology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Molecular Dynamics of Oligosaccharides.

THURSDAY, MAY 16

Prof. Jeremy Carver, Department of Medical Genetics. 412 Rosedale Building. 1 p.m. *Biomedical Engineering*

MEETINGS & CONFERENCES

Business Board.

MONDAY, MAY 6

Council Chamber, Simcoe Hall. 5 p.m.



"Children" from 19.9.41: A Day in the Warsaw Ghetto, an exhibit of photographs at the Justina M. Barnicke Gallery.

Our Radioactive Environment.

WEDNESDAY, MAY 8

Annual seminar. 1105 Sandford Fleming Building. 2 to 5:15 p.m.

Background Radiation — Natural and Manmade. D. Kramer, Health & Welfare Canada. 2 p.m.

Isotrace — Measuring the Low-Level Background, University Prof. Ted Litherland, Department of Physics. 2:35 p.m.

Biological Effects of Low-Level Radiation, Dave Myers, Chalk River Laboratories. 3:30 p.m.

Medical Understanding of Leukemia Clusters and Birth Defects, Dr. John McLaughlin, Ontario Cancer Treatment & Research Foundation. 4:05 p.m.

Radioactive Emissions from Ontario Hydro Plants, Barry Neill, Ontario Hydro. 4:40 p.m. *Centre for Nuclear Engineering*

Academic Board.

THURSDAY, MAY 9

Council Chamber, Simcoe Hall. 4:15 p.m.

FILMS

Innis Summer Film Series.

THURSDAY, MAY 9

Miklós Jancsó I. Innis College Town Hall. 7 p.m.

FRIDAY, MAY 17

Miklós Jancsó II. Innis College Town Hall. 7 p.m.

Tschehan — Der Indianer Junge.

WEDNESDAY, MAY 8

Co-sponsored by the Ontario Goethe Society. 205 Claude T. Bissell Building, 140 St. George St. 7:30 p.m. Tickets \$4. *Germanic Languages & Literatures*



MUSIC

ROYAL CONSERVATORY OF MUSIC Young Artists Series.

TUESDAY, MAY 7

Students in the RCM professional studies programs. Concert Hall. 12:15 p.m.

WEDNESDAY, MAY 8

Students in the RCM professional studies programs. Concert Hall. 12:15 p.m.

Evening Series.

TUESDAY, MAY 7

Dimitra Marangozis, piano. Concert

Hall. 8 p.m. Tickets \$9, students and seniors \$6.

FRIDAY, MAY 10

Jeffrey McFadden, guitar. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$6.

Twilight Series.

THURSDAY, MAY 9

Patrick Li, piano. Concert Hall. 5:15 p.m. Tickets \$2, students and seniors \$1.

MONDAY, MAY 13

Elfrida Wild, actor. Concert Hall. 5:15 p.m. Tickets \$2, students and seniors \$1.

THURSDAY, MAY 16

Mikhail Brat, violin, and Theresa Gregory, piano. Concert Hall. 5:15 p.m. Tickets \$2, students and seniors \$1.

THURSDAY, MAY 16

Art Gallery of Ontario Series. SUNDAY, MAY 12

Susan Hoeppner, flute, and Gillian Benet, harp. Walker Court, Art Gallery of Ontario. 3 p.m.

RCM Orff Ensemble and RCM Apprentice Orff Ensemble.

SUNDAY, MAY 12

Alison Kenny-Gardhouse and Angela Elster, conductors. Concert Hall. 3 p.m. Tickets \$4, students and seniors \$2.

Noon Hour Series.

WEDNESDAY, MAY 15

Joyce Gundy, violin. Concert Hall. 12:15 p.m.

Information on all Conservatory concerts available from the publicity office, 978-3771.

EXHIBITIONS

ERINDALE COLLEGE

Lyn Campbell.

APRIL 17 TO MAY 7

Works on paper and sculpture. Art Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 12 noon to 5 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

To May 9

Homage to My Grandfather. Badanna Zack, sculpture installation. East Gallery.

The Venus Grail.

Cynthia Smith, photographs. West Gallery.

19.9.41: A Day in the Warsaw Ghetto.

MAY 16 TO JUNE 13

Photographs taken by a German soldier; co-sponsored by the Canadian Society for Yad Vashem and Smithsonian Institution Travelling Exhibition Service. Both Galleries. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday, Wednesday and Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 2 to 5 p.m.

SCARBOROUGH COLLEGE

Senior Students from the Fine Art Studio.

To May 10

Senior student show. The Gallery, Meeting Place. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

ROBARTS LIBRARY

A Portrait of Tibet: The People and the Culture.

MAY 6 TO MAY 30

Photographs, books, artifacts, clothing, tankas and text; in celebration of the International Year of Tibet. Hours: Monday to Thursday, 8:30 a.m. to 11 p.m.; Friday, 8:30 a.m. to 6 p.m.; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 9 p.m.

MISCELLANY

Emmanuel College Convocation

THURSDAY, MAY 16

Honorary degrees will be conferred on Rev. George Langford James, Rev. Ronald James Williams, Grace Lilian Irwin and Donald Hugh Harron who will address convocation. Convocation Hall. 8 p.m.

Art as Applied to Medicine Open House.

THURSDAY, MAY 9; FRIDAY, MAY 10; AND SATURDAY, MAY 11

3rd floor, 256 McCaul St. Thursday, 11 a.m. to 5 p.m.; Friday, 10 a.m. to 8 p.m.

Saturday, 10 a.m. to 5 p.m. *Art as Applied to Medicine*

DEADLINES

Please note that information for Events listings must be received in writing at the Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

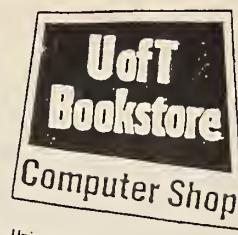
Issue of May 21, for events taking place May 21 to June 10: MONDAY, MAY 6.

Issue of June 10, for events taking place June 10 to 24: MONDAY, MAY 27.

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Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

ACCOMMODATION RENTALS AVAILABLE - METRO & AREA -

Casa Loma Inn (Annex). 20-room inn on very quiet street. Attractive, clean, comfortable rooms. 4-piece baths, air conditioning, TV, radio, fridge, laundry, parking. U of T, subway, restaurants, banks minutes away. Competitive daily, weekly, monthly rates. 924-4540.

Large, furnished, beautiful room in private, quiet house available immediately in High Park area. With bay windows and fireplace. Kitchen and washrooms are shared. Room is suitable for non-smoking gentleman at \$435 monthly. Call 533-1440.

Furnished house. August for 12 months. Yonge/York Mills. 4 bedrooms, 2 1/2 baths, eat-in kitchen, main-floor den, finished basement, C.A.C. Close to excellent schools, including French immersion. \$1,700 per month. Prof. Youdan, 736-5585 (work), 229-4260 (home), 736-5736 (fax).

U of T, TGH, HSC 5-minute walk. Two-bedroom rebuilt Victorian apartment. Carpeted, great kitchen with dishwasher, fireplace, balcony, parking, coin laundry facilities. Corner Henry and Cecil Streets. Non-smokers please. Call 595-0026.

Bloor West Village. Bright, clean, large 2-bedroom apartment. May 1. Private, quiet, renovated house. Dining-/living-rooms, fireplace, major appliances, garden, laundry facilities, parking available. Near Runnymede subway. \$1,200 monthly, heating included. 483-3984, 533-1440.

Furnished 3-bedroom house available for one- to three-year lease. 5 appliances, dishes, etc. included. Close to schools, shopping and Runnymede subway station. Available July or August, \$1,500 per month. 767-2379.

Beaches area. Beautiful all-brick detached. 3 + 1 bedrooms, 2 baths, oak kitchen & floor, 2 working fireplaces, skylight, 6 appliances, garden, garage with opener & parking. Near park, schools, shopping & TTC. Available July 1. \$1,475 + 391-4884.

Charming Cabbagetown Victorian. 3 storeys, 5 bedrooms, oak floors, original fireplace, major appliances, fully furnished, parking. Available July 1991 — September 1992. Home: 963-5148; business: 596-2397, 595-5337. Ask for Fiona or André.

Sabbatical rental July 1991 — July 1992. Furnished, renovated, 3-bedroom detached home. York Mills between Bayview & Yonge. Quiet street close to schools, shopping, parks, subway. CAC, sauna, large private garden. No smokers, no pets. \$1,850 + utilities. 979-4408 (days), 443-0981 (evenings).

Very private fully furnished and equipped 2-bedroom apartment in attractive Victorian house. Upper duplex on two floors, 1 1/2 baths, 6 appliances. Brunswick/Sussex, minutes walk to campus. Pet/child welcome. Available May 1 for flexible period. \$1,475/month + electricity. 964-5918.

Elegantly renovated home in Bloor/Bathurst area; walk to University and subway. Open-concept, hardwood main floor, bright modern kitchen, two

bedrooms + office, laundry, central air, deck, garden, parking. Available fall 1991, furnished or unfurnished. \$1,500/month. Call 538-6231.

Coxwell/Danforth. Close to subway. Two-storey, 4-bedroom, detached brick house. Beautiful wood trim, hardwood floors, fireplace, four appliances, patio, garden, garage, central air. No pets. Non-smokers. \$1,400/month plus. July 1. Prof. Chan, 461-7069.

Yonge/Bloor. Close to campus. Furnished 1-bedroom apartment, view of lake. Sunny southern balcony. Short- or long-term. \$825/month. 962-8169, leave message, or 972-0743.

July/August sublet or 1-year sublet (July 1991 to September 1992). Furnished 2-bedroom apartment. 131 Bloor St. West. Balcony, south exposure, parking, dishwasher, microwave, air conditioning, large living-room, sofa bed. Price negotiable. 964-7475 (evenings/weekends), 920-9741 (days — leave message).

Graduate students. Spacious, comfortable, 4-bedroom Victorian plus study and sun-room. Private yard, storage. Walk to U of T, teaching hospitals, shops, TTC. No smokers. \$1,590/month plus utilities. (519) 439-7969, 633-6941.

Moore Park, summer rental. Mid-June, July & August (date flexible) 1991. 4-bedroom house, fully furnished, private garden, garage, 10-minute walk to Yonge/St. Clair. No pets. Utilities/cleaning included. \$1,500 per month. 488-6370.

Danforth/Pape subway. Renovated, large, 3-bedroom apartment on 2 floors in duplex. Separate living-/dining-rooms. Comfortably split into two units. Kitchen, bathroom, laundry, parking, garden. Private entrance. \$925/month plus. Available immediately. Evenings 691-5319.

Historic townhouse, Church/Wellesley area, quiet street, faces park, 10-minute walk to campus. Renovated, unfurnished, 4 bedrooms, 3 baths, family room, sun-deck, laundry. Available immediately. \$2,000/month. 340-3764 days, 968-9028 evenings.

Fully furnished and equipped charming four-bedroom Victorian family house, plus yard, three blocks from main campus. Available for rent between June 15, 1991 and August 15, 1992. \$1,700 per month excluding utilities. Phone 537-2501 9-5 p.m.

Sabbatical rental. Furnished, detached, beautifully renovated house, close to U of T, subway. All modern appliances, basement, garage, TV, VCR, stereo, piano, etc. No smoking or pets. \$1,495 + 12-14 months from June 1991. 978-6404, messages 537-4889.

Furnished 3-bedroom home for rent — 2 extra finished basement rooms. Downtown Toronto, quiet neighbourhood, easy access to University. Minimum 6 months from September. Rental period negotiable. 651-3090.

Euclid/Harbord. Family home, furnished, 10-12 months from September 1991. 4 bedrooms, study, living-, dining- and family rooms, attractive kitchen, 1 1/2 baths. Piano, garden, patio. Schools, TTC, hospitals, walk to U of T. \$1,750/month +. 536-7722.

Large, fully furnished one-bedroom apartment. Ideal for a visiting faculty couple. Located in One Park Lane luxury complex at Dundas and University (by subway). Short walk to U of T and teaching hospitals. Living-room, kitchen, dining-room, large bedroom, sun-room, and two bathrooms (1,050 sq. ft.) for \$1,500/month. Minimum 6-month lease. Underground parking and recreational facilities. Contact Prof. K.C. Sevcik at 978-6219 or 593-5401.

1-bedroom condo. St. George/Bloor area — 2 minutes from campus & subway. Furnished, dishwasher, balcony, air conditioning, exercise room, sauna, indoor garage. Available immediately. \$1,400, negotiable. 962-9249 or (514) 426-2515.

Yonge/Lawrence. Fully furnished 4-bedroom sabbatical house. Detached 2-storey, piano, fireplace, central AC, deck, yard, gas BBQ. Quiet street. Short walk to subway, schools, shops, parks. Available July 1 — December 31, 1991. \$1,300 monthly plus utilities. 486-8303.

3-bedroom house in cul-de-sac; suburban community. Vicinity of schools, banks, groceries, medical centres. Laundry, A.C., backyard! Furnishings, utilities negotiable. No pets/smokers. 10 minutes to hwy./GO Train. \$1,200 - \$1,500. Available immediately! Ms Martin (416) 428-1678.

At Greenwood subway station, 20 minutes to U of T. House with 4 bedrooms, 2 bathrooms, kitchen, basement, backyard and laundry facilities. \$1,220/month + utilities. References. First & last. From July 1. Phone 651-2818 (9 a.m.-5 p.m.).

Summer rental: July & August. Ideal location: Yonge & Eglinton. 3- to 4-bedroom home. All appliances & microwave. Parking facilities. 1 month — \$1,500. 6 weeks — \$2,250. 2 months — \$3,000. Call 481-7137.

Downtown, Yorkville area. Completely furnished, 2-storey, luxury condominium, 1 bedroom + den/bedroom, 2 1/2 baths, 6 appliances, 2 balconies, parking. Available July 1, 2 months or longer. No pets. \$2,400/month + hydro. 927-9323.

Sabbatical rental, summer 1991 — summer 1992. North Rosedale, 3-bedroom house, deck, ravine, fireplace, 2 baths, furniture negotiable. \$1,300. 924-9492.

Sublet St. Patrick Street apartment, June — July. Available for lease beginning August. Sunny, one-bedroom, air-conditioned apartment, quiet neighbourhood. Pool. Parking available. Walk to campus, TTC. 971-7360 (evenings, or leave message on machine).

Sabbatical rental. St. Clair/Christie. Beautiful four-bedroom, two-bathroom house with centre hall plan. Fully furnished, fireplace, finished basement with wet bar, laundry, private drive, large garden. July 1, 1991 to August 31, 1992. \$1,800 +. 653-8245.

Cosy one-bedroom basement apartment in quiet home. Lovely residential street.

minutes to DVP and subway. Full kitchen, bathroom, living-room, laundry, garden, storage, separate entrance. Non-smoker. \$700 inclusive. Available September 1. Call 851-1269.

Summer rental. 3-bedroom furnished house for rent July/August. Leaside, on the park. No pets, no smokers. Family preferred. \$1,400/month. Call 423-5773.

St. Clair & Christie sabbatical rental, from September 1, 1991 until April 1992 (some flexibility). Furnished 3-storey, 11-room house, plus 2 baths. 3 bedrooms, nanny flat, office, dining-, living-, family rooms, piano, fireplace, deck, yard with tree fort, recently renovated. Safe residential neighbourhood, TTC and variety of schools, all with ESL programs. Suit family. \$1,200 per month plus utilities. Please call B. Jorgensen at 965-1291 (days) or 653-2405 (evenings).

Don Mills/Donway. Fully furnished 3-bedroom semi. Schools, shopping, TTC, yard, parking. Please, no smoking (allergic owner in basement!) \$1,200 + (negotiable). 447-3150.

1-bedroom basement apartment for non-smoker with affinity to children. Private entrance, east window, yard, quiet residential area near St. Clair and Bathurst. TTC close. Utilities, cable, laundry included, \$610. Available May. Call 656-4675.

Furnished sublet. St. Clair and Walmer (Forest Hill). June 1 — end of August. Modern, immaculate 1-bedroom in luxury building. Fabulous view, TTC, shopping, AC and pool. \$900. 924-7455.

Yonge/Lawrence, 6-month sabbatical rental (November 1991 — April 1992). 4-bedroom house, fully furnished, 5 appliances, large living-room, separate dining-room, eat-in kitchen, 2 1/2 bathrooms, finished basement with laundry room, deck, garden, garage, private drive. Walk to subway. Two resident cats. No smoking. \$1,500 per month plus utilities. Call 481-8303 evenings.

Jane subway. Quiet, luxury, furnished one-bedroom in beautiful 6-plex overlooking Humber River. Parking, 5 appliances, 30" colour TV/VCR, Bloor West shopping, cycling, tennis, X-country skiing. No smoking, no pets. September 25 — March 31. \$1,000 inclusive except phone. 762-6941.

High Park. Updated, furnished, three-bedroom house on quiet street. Close to subway, shops, schools. New bathrooms, kitchen. Finished basement. Private drive/garage. Available September 1, 1991 — June 30, 1992. \$1,700/month. Tel. 763-5432.

2-bedroom apartment. Avenue Road & St. Clair, fully furnished, parking, non-smoker, no pets, good access to campus. \$975/month, available for 3 months, June 1 — August 31. Spencer, 489-7037, 667-7855.

St. Clair/Christie. Luxury 2-bedroom corner apartment, fully furnished, balcony, parking, splended view of the city, available June 1. References required. \$1,100/month. Phone (613) 820-4087.

1-year, August/91 (flexible) to /92. 2-bedroom private home, 10-minute walk to Bloor/Jane subway. Furnished, all necessities, many extras. Two 4-piece bathrooms. Appliances include dishwasher,

microwave. Large walk-out decks, single carport. End house, quiet cul-de-sac. Non-smokers. \$1,500/month + utilities. 767-9477, after 7 p.m.

Warden/16th Avenue, Unionville. Exceptional 4-bedroom, two-storey house for rent July/August. Leaside, on the park. No pets, no smokers. Family preferred. \$1,400/month. Call 423-5773.

Broadview/Danforth subway. Danforth Village. Lovely one-bedroom basement apartment, quiet home, tree-lined street, 20 minutes to campus. Full kitchen, bathroom, private entrance, laundry, cable, beautiful backyard on ravine. Non-smoker. \$660 inclusive, immediate. 469-4969.

Sublet from August 1, 1991 for one year. Pleasant 2-bedroom townhouse apartment in co-operative in St. Lawrence Neighbourhood. Close to TTC, 20 minutes by bike to campus. Unfurnished, air-conditioned, small garden. \$635/month plus hydro. 979-9528 or 363-8940.

Sublet, July and August, with option to lease from September. 3-bedroom apartment, 5 appliances, deck & sun-porch. Ossington/Dupont area (20-minute walk to campus). Rent negotiable. Call 532-3119.

Sabbatical rental: 1991-92, dates flexible. Fully furnished luxury condominium. Steps to U of T. Spacious, 2 bedrooms, 2 baths, den, solarium. Parking, 6 appliances, piano, hi-fi, TV & VCR, Jacuzzi. Magnificent views. Pool, sauna, squash, mini-gym. \$1,750/month plus hydro. 944-0716; 736-2100, extension 33339.

Bloor/Dufferin area on Rusholme Road. Upper duplex in fully renovated, detached house. 2 bedrooms, separate living-room and dining-room. Enclosed sun-room. Oak floors, lots of closets, very bright, central air conditioning, huge backyard. Brand-new kitchen with dishwasher and new appliances. All ceramic tile 4-piece bathroom. Maytag washer and dryer. High standard of finish. Non-smoking house. \$1,325. Call 466-6143.

Downtown West — Dundas/Dufferin area. Ground-floor duplex in a fully renovated house. 1 bedroom, eat-in kitchen, separate living-room. Oak floors, high ceilings, all ceramic tile bathroom, three large closets, separate entrance. Parking. Non-smoking house. \$750 inclusive. Call 466-6143.

Annex duplex. Renovated, roomy, well-located (near Tarragon Theatre). Upper: 2 bedrooms, 2 baths. Lower: 1 bedroom plus basement. Covered parking for each, shared garden. Available May 15. 489-0212 or 369-5809, Mrs. Newman.

Erindale Campus — a ten-minute walk. Luxury 2-bedroom apartment, 1400 sq. ft. New building at 1800 The Collegeway in Mississauga, all appliances, Jacuzzi, pool, 2-car underground parking, excellent 24-hour security, beautiful sunny view overlooking natural park. Immediate occupancy. \$1,600/month. Hugh McIlroy, 828-0776.

Condominium for rent. Bloor & St. George. Luxurious, large, 1-bedroom + solarium. 5 appliances, air, roof garden, recreation facilities, locker, 24-hour security, close to all amenities. June 1. Evenings, 972-6056.

CONTINUED ON PAGE 18

CONTINUED FROM PAGE 17

Hillcrest Park. Well-maintained detached home in quiet, friendly neighbourhood. 3 bedrooms & study, 2 bathrooms, spacious living- & dining-rooms, separate. Appliances, central vacuum, laundry, fireplace, garage, large enclosed yard. Close transportation. Furnished/unfurnished. \$1,600 plus utilities. Early September for 6-8 months. Flexible. 656-6482

Bloor/Dovercourt. Elegant, spacious, 3-bedroom, 2-storey upper duplex on tree-lined street. Hardwood, bay window, huge bath, eat-in kitchen, large garden. \$1,295 inclusive. 782-6588, leave message.

College/Ossington. Upper 2 floors of Victorian house on quiet street. Near schools, choice of TTC. Use of backyard. Non-smokers please. Available July 1, minimum 1-year lease, \$1,150. 536-8658, evenings.

College/Dovercourt. Main-floor duplex. Carpeted bedrooms. Side entrance to large fenced backyard. Quiet street, close to TTC. Non-smokers please. Available July 1, 1-year lease, \$1,050 inclusive. 536-8658, evenings.

House for rent. 3 bedrooms, 2 washrooms and sauna. 6 appliances. Walk to Bloor/Ranney subway. Lease for 10-12 months. Furnished or unfurnished. August 1, 15 or September 1. Contact Lorne Berman, 762-6156.

Rosedale, within walking distance of U of T. 2-bedroom apartment with den, living-room with fireplace, separate dining-room, kitchen with sun-room, garden, parking. Available in fall. \$1,750 inclusive. Call 9-5, 921-6964.

Luxury condo, fully furnished, at Dundas and University. 2 bedrooms & baths, air conditioning, 5 appliances, pool, sauna & squash courts. \$\$ negotiable. June 15 — August 15. 977-7908.

Lower duplex, Annex. Walk to U of T. New white kitchen, luxurious bathroom with Jacuzzi, 1 bedroom + den, fireplace, separate dining-room, 5 appliances, garden, storage. \$1,265 + utilities. Available June 1. 538-2834 + 978-8110.

Avenue Road/Eglinton near Allenby school. Furnished house, 3 bedrooms, 2 bathrooms, skylights. Quiet, friendly neighbourhood. Available mid-August for 12 months. \$1,400 monthly, utilities included. 489-5415.

A large, gracious apartment, 2 bedrooms, 2 bathrooms, mirrored dining-room, balcony, swimming pool, sauna, underground parking. TTC bus. Hydro & cable included. At Shallmar & Bathurst Street. \$1,395. Available immediately. Telephone 960-1121.

June — September, more or less. Furnished, large, bright, one-bedroom lower duplex in Queen West area. High ceilings, skylighted bedroom under trees, family kitchen, off-street parking. \$900 monthly inclusive. Marie, 365-7852.

Comfortable and clean detached home with three bedrooms and fruit trees in the backyard. Two-car driveway with a double-door garage. One bus to subway. Completely finished basement. Located centrally in Mississauga in a quiet neighbourhood. \$1,350/month inclusive. 678-2704.

New, furnished, modern attractive basement apartment. Queen/Ossington (20 minutes to campus). Rent \$725/month inclusive. Washer/dryer, microwave, cable TV. Adjacent Toronto's exciting new cultural activities. Suitable 1-2 people. Call 533-8313, 978-8261. Leave message.

Finch/Hwy. 27. Large 1-bedroom condo. Prestigious building, backing conserva-

tion, Humber River. Living & dining, well-appointed kitchen, 6 appliances, laundry, new decor, broadloom. Vicinity Humber College, Woodbine Centre, TTC. \$900/month inclusive. September 1. 787-8464.

Summer sublet. Bright, sunny, furnished 1-bedroom apartment. \$550/month. Own washing machine. St. Clair and Dufferin, near TTC, good shopping. Available June through August (last 10 days of May possible). Call 658-8034.

Annex, 2-bedroom, fully furnished, 2-storey, open-concept, high ceilings, hardwood floors, top-floor deck, washer, dryer, air-conditioned, wood-burning stove, parking. Utilities included, available July 1, one year or less, \$1,750/month. Martyn, 860-0855, 533-0908.

July and August. Kingsway and Humber River area. Three-storey, 4-bedroom, furnished home, large lot. Thirty minutes downtown by subway. \$5,000. Evenings 233-9463.

Lovely, large, unfurnished, 3-storey home in Cabbagetown to rent. 1-3 years. One mile from U of T campus. \$1,800 per month plus utilities. 926-8786 day or evening.

High Park house. Three bedrooms, furnished, large fenced-in yard. Close to shopping, schools and TTC. Fireplace. Available in July for one year. \$1,200 + utilities. Phone 763-6966 after 5:00 p.m.

Annex — large, 4-bedroom house, ideal for family. Fireplace, wood floors, 5 appliances, big yard, treehouse, sandbox. Available August 1. 531-2612.

College/Havelock bachelor apartment. Sublet immediately through August 31. Furnished, laundry, quiet. \$450 inclusive. Call 531-3770.

Opposite campus at Bay/St. Joseph. \$2,000 for July and August. One-bedroom furnished apartment, for one person only. Air, laundry, security, pool, exercise room, subway, parking extra if desired. 926-9311, answering machine, 5 rings.

ACCOMMODATION RENTALS REQUIRED

Apartment wanted for rent end of May/June 1. Near High Park, TTC. Spacious one-bedroom, partly furnished, appliances, for recently appointed professor. Call 767-7879 or (better) write H. Jaumann, 50 Quebec Avenue, PH 6, Toronto M6P 4B4.

Teacher on sabbatical requires furnished apartment or condo near U of T. From July 1, 1991 to May 1, 1992. I am a responsible homeowner and non-smoker. (807) 344-9937.

Newly married faculty couple seeks furnished one-bedroom apartment in Annex, September 1 — December 31, 1991. Excellent references. 595-1767 day/evenings.

One- or two-bedroom apartment, July 1991 — September 1992, by Israeli visiting professor and wife, non-smokers, no children. Yoram Carmeli, Dept. of Sociology, University of Haifa, Haifa 31999, Israel. bitnet: RSS0778 @ HAIFAVUM.

Semester rental: visiting Harvard professor, wife and infant need three-bedroom house or apartment from mid-July through mid-December. South of Eglinton and near subway preferred. Call collect (617) 864-9607.

Professor on sabbatical from New Zealand, with wife and two children, requires accommodation August 1, 1991 — February 1, 1992. Spacious, partly furnished, appliances, with deck or garden,

near TTC. Non-smokers. References. 466-3958.

ACCOMMODATION SHARED

Professional lady will share luxury 3-bedroom townhouse; air-conditioned, patio, balcony, rec room, pool. Ideal for recent graduate. \$575/month. 391-0981, evenings.

Furnished room. Bright, clean, renovated house. Close to subway, park, shopping & University. Shared facilities. Suit non-smoking female. \$360 per month inclusive. 535-4778.

ACCOMMODATION OVERSEAS

Lisbon, Portugal. Fully furnished, large, 2-bedroom home in picturesque fishing village, 40 km. outside Lisbon. Close to beach, shopping, etc. Sleeps 5. Long-term rental — \$850 monthly, inclusive. Available September 1991. Phone 393-1660 days or 658-4052 evenings.

France, rental. Spacious three-bedroom villa with large office/library, in Provence. Approximately one acre, private, wooded, in-ground swimming pool, tennis court. Country setting, breathtaking view of Luberon Mountains. Half-hour north of Aix-en-Provence. (416) 637-2948.

ACCOMMODATION EXCHANGES

Professional couple seek house swap in Toronto for one year from August 1, 1991. We have a three-bedroom furnished house near the University of Alberta. House is on transit line and close to public schools. Pat Campbell, 10935-68 Avenue, Edmonton, Alberta T6H 2B9. (403) 425-0266 (days), (403) 437-1790 (evenings).

HOUSES & PROPERTIES / FOR SALE OR WANTED

Bay 1001 — 29th floor. Lake-city panorama, 2 bedrooms, den, solarium, parking, locker, 5 appliances, broadloom throughout, 24-hour concierge. Owner 975-1618.

Country retreat. 1-year-old, 3-bedroom bungalow, tucked away in acres of beautiful maple wood, close to skiing and lakes, 2 hours north, off Highway 10. \$139,000. Telephone (519) 794-2452.

Retreat property for sale. Nestled in Haliburton Highlands is a beautiful farm house on 100 acres of land. This well-built home features all the comforts of home. To view, call Jessie Pflug, Re/Max Minden, (705) 286-2911.

Annex — prime location. Lovely three-storey home with original Victorian details. Three fireplaces, five bedrooms, sun-room, parking. Steps to Yorkville. \$539,000. To view, please call Evelyn Downie, Family Trust, 488-4031.

VACATION / LEISURE

BACKPACK CANADA, UNITED STATES, PERU, BOLIVIA & NEPAL. Adventuresome backpacking treks through the Ocala National Forest in Florida, in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the Appalachians during the autumn colour season, hut hopping in the White Mountains of New Hampshire, Alaska and the Yukon — trekking the Chilkoot Trail, the Andes Mountains of Peru including Machu Picchu, Bolivia — Llama Trekking and Nepal — the Annapurna Sanctuary. We have some trips where we hike out daily from base

camps. No experience is necessary. Request brochure. WILLARDS ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881.

Cottage for rent. Bruce Peninsula, near Tobermory, lakefront, three-bedroom cottage, knotty pine interior, fireplace, hot water, \$375 per week, available June 29 — July 6. Call Iris Hamilton, 978-4676 days, 966-8558 evenings.

Cottage for rent. Lake Simcoe waterfront, Duclos Point. 3-bedroom cottage on private beach. \$600 per week. Call (416) 852-3511 (res.), (416) 479-2885 (bus.), (416) 479-1629 (fax.), (705) 437-3900 (lake).

Beautiful and private location. Small island cottage on Go Home Lake near Georgian Bay. Including separate cabin, sleeps 6. 2 waterfalls, fireplace, deck, canoe, boat, motor, fishing, waterfalls. \$2,280/month. Photos. 921-4775.

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MISCELLANEOUS

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

IMPROVE YOUR WRITING. Professional editor with extensive publishing experience will help with your paper, thesis, dissertation, or manuscript. Focus your thoughts, show you where to cut or to expand, clarify awkward sentence structure, etc. Free estimate. Elite Editorial Services. 927-8761.

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits cover the full cost. Close to campus. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

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Summer Job Opportunity. Facilitating recreational experiences/activities for handicapped children within community summer programs. Excellent experience for those planning careers which involve work with children. Contact — Mr. Doug McMahon, MTACI, 968-0650, ext. 356.

Car for Sale. 1985 Buick Somerset Regal, two-door, clean, automatic, power steering & brakes, 6 cylinder, \$4,300. 978-8214, 479-5089.

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RESEARCH NOTICES

For further information and application forms
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contact ORA at 978-2163

CONSTRUCTION CLOSURE

Due to construction taking place in room 133 of Simcoe Hall, the Office of Research Administration will be closed from 5 p.m. June 14 until 8:45 a.m. June 24 inclusive.

This period was chosen because it offers a minimum of disruption for investigators as there are no deadline dates during this week. Should you have any questions concerning procedure before these dates, please call 978-2163.

THE CANADA COUNCIL KILLAM PROGRAM

The Killam research fellowships offer support for up to 2 years for partial to full salary replacement to a maximum of \$53,000. Deadline is June 30.

MEDICAL RESEARCH COUNCIL Effective July 1 new stipend rates will be paid in the following categories:

graduate students (grant paid) — \$14,265;
studentships — \$15,295;
summer students — \$3,375;
post-doctoral fellows (grant paid) — \$23,230 in the first year following receipt of PhD, \$24,775 in the second and \$26,320 in the third;
professional degree holders (grant paid) — \$23,230 rising by \$1,975 per year of experience to a maximum of \$36,950;
fellowships (PhD) — \$26,790 in the

first year following receipt of PhD, \$28,650 in the second and \$30,510 in the third;
professional degree holders — \$27,100 to a maximum of \$42,585 following seven or more years of experience;
centennial fellowships (PhD) — \$37,420;
(professional degree holders) — \$44,520.

MINISTRY OF COLLEGES & UNIVERSITIES

The university research incentive fund (URIF) is designed to increase the research capacity and expertise of Ontario universities and to strengthen partnerships between the universities and industry. The fund encourages the universities to seek new research and development contracts with the private sector which have potential economic benefit for Ontario and will assist in the transfer of technology.

The program will match, dollar-for-dollar, eligible investments by the private sector in university-based contract research. Researchers interested in applying for a URIF award are encouraged to contact ORA in advance of the deadline date to discuss the contracts or research agreements with the corporate partner, if these are not already in place. Deadline at the ministry is May 31; internal deadline at ORA is May 24.

UPCOMING DEADLINES

Canada Council — Killam research fellowships: June 30.

Health & Welfare Canada/NHRDP — annual project competition for major research proposals: June 1.

Health & Welfare/National Welfare Grants — special competition: community economic development, social service issues affecting recent immigrants and refugees, trends and issues affecting social policy and service delivery (full applications, previously notified applicants only): May 31.

International Union Against Cancer — Yamagawa-Yoshida memorial international cancer study grants (sabbatical): June 30.

Medical Research Council — clinical trials; university/industry program operating, clinical trials, research chairs, visiting program and workshops: June 1.

Ministry of Colleges & Universities — URIF: for May 31 ministry deadline, internal ORA deadline, May 24.

National Institutes of Health (US) — unsolicited research grants (new): June 1.

Smokeless Tobacco Research Council — research grants: June 30.

U of T, Humanities & Social Sciences Committee of the Research Board — general research grants: May 15; Connaught senior fellowships (1992-93): May 15.

Whitaker Foundation — (biomedical engineering) full application: June 15.

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PHD ORALS

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location of listings.

TUESDAY, MAY 7

Dale Edward Blodgett,
Department of Physics, "A
Study of the Asymmetry in the
Photoproduction of D*+ and
D*+ at Photon Energies of 40 to
160 GeV." Prof. G.J. Luste.

Yonghe Wang, Faculty of
Forestry, "The Use of Kalman
Filter in Forestry Yield
Modelling." Prof. V.G. Smith.

THURSDAY, MAY 9

Enrico Abramo Vicentini,
Department of Italian Studies,
"I Generi in Marco Polo: il testo
e la sua storia." Prof. A.A. Iannucci.

FRIDAY, MAY 10

Gregory Crispian Nadon,
Department of Geology,
"Architectural Element Analysis
of a Foreland Basin Clastic
Wedge, SW Alberta." Prof. A.D. Miall.

MONDAY, MAY 13

Gilbert Fitzgerald Brathwaite,
Department of Education,
"Enculturation: How the Work-
Related Behaviours of New
Employees Change to Fit the
Culture of the Organization." Prof. A.F. Brown.

Robert Patrick Goebel,
Department of Psychology,
"The Geometry of Reaching:
Inverse Kinematics and
Dynamics for Limbs with

Multiple Degrees of Freedom." Prof. B.B. Murdock.

Chung-Ying Hui, Department of
Mechanical Engineering,
"Mechanics and Control of
Rolling Manipulation." Prof. A.A. Goldenberg.

Josefa Hannah Kropp,
Department of English, "The
Grammar of the Present Tense
in Middle English Narrative." Prof. H.A. Gleason.

THURSDAY, MAY 16
Tongwen Chen, Department of
Electrical Engineering, "Control
of Sampled-Data Systems." Prof. B.A. Francis.

James Yiu Wah Li, Department
of Civil Engineering,
"Comprehensive Urban Runoff
Control Planning." Prof. B.J. Adams.

Katherine Mary Sheldon,
Department of Biochemistry,
"Immunoscintigraphy of
Ovarian Carcinoma Using
111In-Labelled Monoclonal
Antibodies." Prof. A. Marks.

Krisztina Irene Weller,
Department of Spanish &
Portuguese, "Postgothic Prose
and Games Fantasists Play: A
Study of the Contemporary
Fantastic Narrative of Peruchó,
Sastre and Fernández Cubas." Prof. A. Percival.

COMMITTEE

SEARCH

DIRECTOR, CENTRE FOR SOUTH ASIAN STUDIES

A search committee has been established to recommend a director for the Centre for South Asian Studies. Members are: Professor P.W. Gooch, assistant dean, School of Graduate Studies (chair); Professors T.J. Brooks, Department of History; N.K. Choudhry and G.K. Helleiner, Department of Economics; D.E. Moggridge, associate dean, social sciences, Faculty of Arts & Science; Neil McMullin, Centre for Religious Studies; and D.B. Waterhouse, Department of East Asian Studies; and Isaac Siboni, School of Graduate Studies (secretary).

The committee will be pleased to receive comments and suggestions as soon as possible. These should be directed to Professor P.W. Gooch at the School of Graduate Studies, 65 St. George St.

PLEASE NOTE

The Bulletin regularly publishes the terms of reference and membership of search committees and advisory, review and special committees. The deadline for submissions is Monday, two weeks prior to publication. We request submissions on a five-inch computer disk in WordPerfect 5.1 or plain text format, but some other disk formats are acceptable. The notices must include the full names of the departments or divisions in question. The last names of committee members must be accompanied by the full first names or two initials. If responses are requested, the full address of the sponsoring unit must also be included along with the appropriate deadline dates. For more information, please call Ailsa Ferguson, editorial assistant, 978-6981

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A UNIVERSITY NEWSPAPER

Designed for the culture of an academic community

BY GEORGE COOK

TODAY *THE BULLETIN* WEARS new clothes—a logo in U of T blue, type in Caslon and a five-column format. Accessories include page-length rules, understated (but elegant) headings for columns and, for variety, an illustration on the back page. We hope our new look—by Jim Ireland and Peter Enneson of James Ireland Design Inc.—makes this a more enjoyable paper to read. We also hope it helps us continue to meet the needs of the University community.

Like fashion, graphic design is expressive. In our case, the new design says simply that *The Bulletin* is a university newspaper, published by and for an academic community, with all that that implies about our approach to news, research and scholarship and the expression of opinion.

Discussions concerning U of T's institutional life are carried on over many years. Policies are approved, decisions made. But almost every poli-

cy provides for its own review and almost every decision is provisional. So newspaper articles that attempt to create a sense of high drama or great crisis at every turn give a false impression. Our coverage of policy formation and decision making must reflect the culture of the University—a culture of thoughtfulness, criticism, comparison, creativity, compassion, careful consideration and prudent administration. Without becoming ponderous or dull, our presentation of the news must be conditioned by a sensitivity to the institution as a place of discussion and intellectual exchange. And as members of the University community create and disseminate knowledge, we must give prominence to their work. Whatever the ups and downs of institutional life, there is no shortage of good news at U of T.

TWICE A MONTH (ONCE IN JULY, AUGUST AND DECEMBER) *The Bulletin* reaches some 15,000 people on the University's three main campuses and several other locations. It also reaches the teaching hospitals, other affiliated institutions and more than 500 subscribers across Canada and around the world. The local and national news media keep a careful eye on our pages.

The paper contains four editorial sections—news, letters and opinion, features and Forum. In addition, we publish classified and display advertising—broadening the opportunity to keep readers informed of events, services, products and places to stay. Our Events listings are as comprehensive as we can make them. University policies, in draft and final form, appear as supplements to the paper.

Reporting the news continues to be our most important and difficult task. The paper has a dual mandate from Governing Council—to accurately convey the official position of the University and to cover the news fairly and accurately from all sides. The editors report to the director of the Department of Public Affairs who in turn reports to the vice-president (development and University relations). In a broader sense, the editors and writers, whose names appear on the masthead, report to the readers.

We succeed editorially to the extent that we serve both the interests of the corporate University—Governing Council, the president and the central administration—and the University community as a whole. More often than not, their interests coincide. Governing Council and the administration need to make their views known. Our readers need to know what Governing Council, the president and other members of the administration are doing and planning. By giving prominent play to the official position of the University while satisfying our readers' need to know, we fulfil our mandate.

Some would say we publish in that dark and narrow space between the rock and the hard place, but for many years the

staff of the paper has enjoyed enough latitude to keep readers well informed. By reporting on discussion and debate, we help members of the community to participate in institutional affairs. Thoughtful participation in decision making creates conditions that make it easier to administer the institution.

The same thoughtful attitude must inform our letters and opinion section—a place to bring concerns about the University (and about our coverage of it) to the attention of the whole community. Universities are founded on the respect for differences; they are the more or less neutral terrain on which the struggle for knowledge and understanding takes place. Objective and courteous, passionate and engaged, our letters and opinion pages must reflect this fundamental respect by remaining open to the whole spectrum of opinion—by reproducing, on a smaller scale, the neutral terrain of the University itself.

The addition of an opinion page opposite the letters section means a new role for Forum. It has already begun to evolve from a place for topical articles on controversial issues to one where members of the community—the academic

and others. In coming issues we look forward to articles by Deans Robert Sharpe of the Faculty of Law and Heather Munroe-Blum of the Faculty of Social Work and many others.

The Bulletin is also, increasingly, about people and the work they do. The focus on people has prompted design changes in some of our regular columns—In Brief, Notebook and Profile—and in our feature articles. In Brief tends to highlight the awards and other accolades members of the community receive. Notebook presents the lighter side of University life, now with capsule photographs of some of those whose names appear in the column. Profile brings people and their work to the attention of colleagues and associates. In our feature articles we will enhance the use of photography to create interesting and informative images of those whose work we write about. We continue to strive for balance between research topics and issues-oriented pieces, between humanities, social sciences and sciences, men and women.

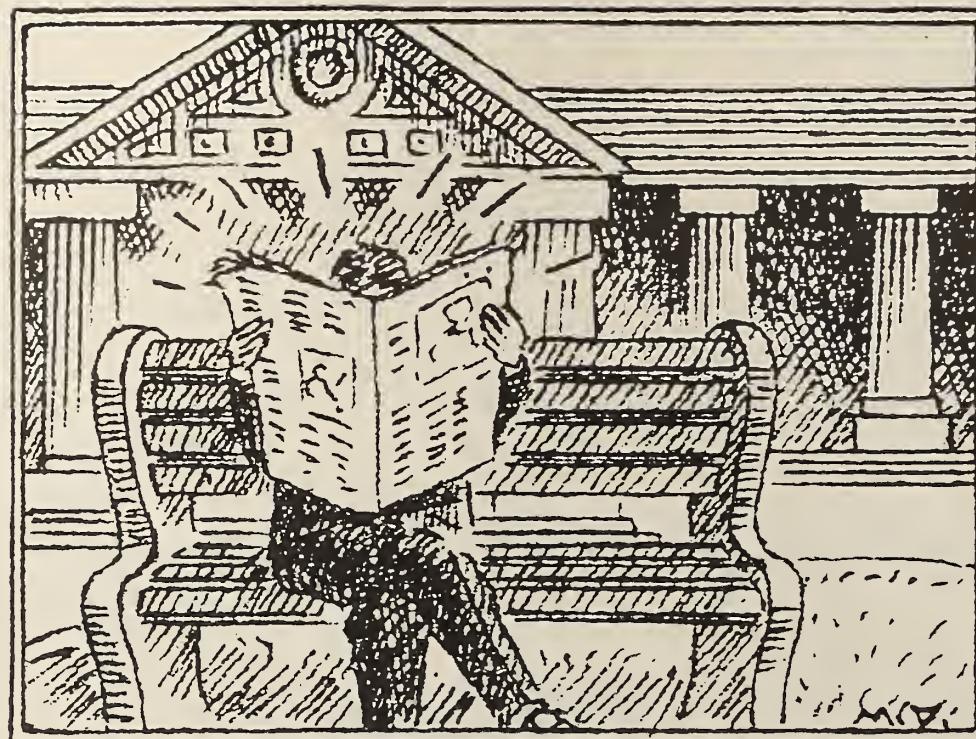
A small paper at a large university can't write about it all at once but can, over time, cover a lot of ground. In the past year we have published 46 feature articles on almost as many subjects: books by Janice Boddy of anthropology at Scarborough College and Jean Smith of the Department of Political Science; new research into alcoholism; academic freedom and human rights; investigations in artificial intelligence by Hector Levesque; John Roder's research in myelination; Yoshio Masui's studies of cell division; Ted Banning's research in Jordan.... In today's paper we examine enrolment trends in the sciences and the mysteries of ginseng.

Our emphasis will continue to be on people as well as the work they do. In recent months we have profiled David Sadleir, vice-president (computing and communications), Claire Alleyne, registrar in the Faculty of Education, George Meadows, director of U of T Press, Cynthia Smith, president of the U of T Alumni Association, Bob McGavin, chair of Governing Council, Anne Hansen of University College and many others. In text and photographs, we helped to celebrate President George Connell's contributions to the University upon his retirement, President Robert Prichard's installation and, recently, the official opening of the Bora Laskin Law Library. In the years ahead we expect to record many more celebrations.

WE TAKE PRIDE IN THE PAPER, BUT WE ARE NOT COMPLACENT. So while we have, over the years, published articles on hundreds of individual research projects in many fields, we have not yet found a way, given our small staff, of conveying a continuing impression, issue by issue, of the great volume of research and scholarly activity carried on at U of T. University authors and editors publish dozens of books every year. We list them, but we are unable to write about more than a few. Many staff members, students and graduates lead very interesting lives. From time to time we profile those who strike us as original or unusual, but there are many more stories to tell. We continue to report on issues and activities in the academic divisions, but there is always more to cover.

As we launch our new design—the expression, we hope, of a new sense of thoughtfulness and community—we have not lost sight of existing editorial opportunities. We look forward to bringing our readers the many people and projects that make U of T an exciting and important place. Newly dressed for an academic readership and institution, we believe *The Bulletin* can be an even more effective (and attractive) publication than it has been in the past.

The author is Editor, Publications, in the Department of Public Affairs.



THE BULLETIN IS
ABOUT PEOPLE AND
THE WORK THEY DO
GEORGE COOK

leadership in particular—can reflect on aspects of the University's life and work and suggest directions for change. In recent months we have published such articles from Deans Jon Cohen of the School of Graduate Studies, John Dirks of the Faculty of Medicine and Roger Wolff of the Faculty of Management, President Peter Ellis of Sunnybrook Health Science Centre, Jacqueline Wolf, director of the School of Continuing Studies, Penny Moss and Paula Dunning of the Ontario Public School Boards' Association